

**SUPPLEMENTAL AGREEMENT
BETWEEN
THE CITY OF VALLEJO
AND
THE VALLEJO POLICE OFFICERS' ASSOCIATION**

This Supplemental Agreement ("Agreement") executed ~~April~~ ^{May} 15, 2018 is by and between the City of Vallejo ("City") and the Vallejo Police Officers' Association ("VPOA") for the purpose of modifying all operative Labor Agreements between the parties and the City Council's 2013 resolution unilaterally imposing terms and conditions of employment (collectively "the Pre-existing Labor Agreement"). This document is intended to supersede any inconsistent provisions of the Pre-Existing Labor Agreement and any side letters to the Pre-existing Labor Agreement. All other terms and conditions in the Pre-existing Labor Agreement and any side letters shall remain in full force and effect except as modified by this Supplemental Agreement.

The City and VPOA agree to amend the Pre-existing Labor Agreement as follows:

1. **Duration.** Section.48.A TERM OF AGREEMENT is amended to include the following:

This Supplemental Agreement shall become effective upon adoption by the City Council and shall remain effective until March 31, 2019.

2. **Wages.** Replace Section 8.A-D SALARIES with the following:

Range Adjustment. Effective the Pay Period ending April 13, 2018, all steps in each range of each classification represented by VPOA will be increased by 5%. The salary ranges effective the pay period ending April 13, 2018 are set forth in Appendix A. Employee anniversary dates will remain unchanged.

Employees remain at their current salary step (e.g., Employee at current Step A will be at new Step A after range adjustment is implemented).

3. **Retiree Health Savings Accounts**

The City Council's 2013 resolution unilaterally imposing terms and conditions of employment included the following language:

- a. Employees first hired on or after January 1, 2014 shall receive retiree medical benefits in the form of an individual account with a Voluntary Employee Beneficiary Association ("VEBA") or alternative health benefit savings account [e.g., IRC Section 501(c)(9) trust] selected by the City. The City shall contribute monthly an amount of money into each employee's VEBA account equal to one and one-half percent (1.5%) of the employee's base monthly salary. If the City remains in

VPOA SUPPLEMENTAL AGREEMENT MARCH 2018

PEMHCA, these employees may receive a PEMHCA contribution as required by law.

The VPOA challenged the City's unilateral imposition and the City has not established a retiree health savings account (RHSA) for any bargaining unit employee. The parties desire to negotiate over the implementation of the RHSA and agree to meet and confer over this issue during the term of this agreement. Any changes to the RHSA will be by mutual agreement. Unless a different agreement is reached, the City will not take any steps to establish an RHSA for any bargaining unit employee or otherwise to implement the terms of paragraph 3a above, during the term of this agreement. However, the City will maintain an accounting of the funds which would have been contributed to each eligible employee's RHSA.


4. Cleanup/MOU Finalization

This agreement is limited to the terms identified herein and does not change any term or condition of employment not referenced herein.

The parties have not negotiated a comprehensive MOU in more than a decade. During that period, the parties have used supplemental agreements and a unilateral implementation to change the terms and conditions of employment without revising the MOU. The parties agree to meet during the term of this supplemental agreement in an attempt to reach agreement on language for a comprehensive MOU document. The parties understand that some areas of dispute may remain after those meetings and agree that any such areas of dispute will be referred to successor MOU bargaining. However, both parties agree to use best efforts to reach agreement on final language for a comprehensive MOU prior to those negotiations.

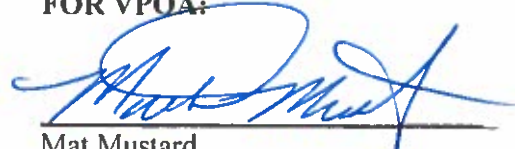
IN WITNESS WHEREOF, the parties hereto acting by, and through their duly authorized representatives, have executed this Supplemental Agreement this 10th day of April, 2018.

FOR THE CITY OF VALLEJO:



Greg Nynhoff
City Manager

FOR VPOA:



Mat Mustard
President - VPOA

VPOA SUPPLEMENTAL AGREEMENT MARCH 2018

APPROVED AS TO FORM:



CLAUDIA QUINTANA
City Attorney

ATTEST



DAWN G. ABRAHAMSON
City Clerk



CITY OF VALLEJO							
VPOA			5% Increase				
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE OFFICER						
P00	BASE	Hourly	40.2652	42.2785	44.3923	46.6118	48.9424
		Bi-weekly	3,221.22	3,382.28	3,551.38	3,728.94	3,915.39
		Monthly	6,979.30	7,328.27	7,694.67	8,079.38	8,483.35
		Annual	83,751.60	87,939.20	92,336.03	96,952.56	101,800.17
P01	Edu 1	Hourly	41.4731	43.5468	45.7241	48.0101	50.4107
		Bi-weekly	3,317.85	3,483.74	3,657.93	3,840.81	4,032.86
		Monthly	7,188.67	7,548.10	7,925.52	8,321.75	8,737.86
		Annual	86,264.07	90,577.25	95,106.21	99,861.00	104,854.28
P02	Edu. 1 + MC	Hourly	42.4797	44.6038	46.8339	49.1754	51.6343
		Bi-weekly	3,398.38	3,568.30	3,746.71	3,934.03	4,130.74
		Monthly	7,363.16	7,731.32	8,117.87	8,523.73	8,949.94
		Annual	88,357.87	92,775.88	97,414.48	102,284.80	107,399.29
P03	Edu. 1 + Swat	Hourly	41.8758	43.9694	46.1679	48.4764	50.9002
		Bi-weekly	3,350.06	3,517.55	3,693.43	3,878.11	4,072.02
		Monthly	7,258.47	7,621.36	8,002.43	8,402.58	8,822.71
		Annual	87,101.63	91,456.31	96,029.17	100,830.91	105,872.46
P04	Edu. 3% + Long 5%	Hourly	43.4863	45.6605	47.9436	50.3408	52.8579
		Bi-weekly	3,478.90	3,652.84	3,835.49	4,027.26	4,228.63
		Monthly	7,537.62	7,914.49	8,310.23	8,725.74	9,162.04
		Annual	90,451.45	94,973.86	99,722.75	104,708.82	109,944.53
P05	Edu. 1 + Long 2	Hourly	45.4996	47.7744	50.1631	52.6714	55.3050
		Bi-weekly	3,639.97	3,821.95	4,013.05	4,213.71	4,424.40
		Monthly	7,886.61	8,280.89	8,694.94	9,129.70	9,586.20
		Annual	94,639.27	99,370.69	104,339.29	109,556.43	115,034.34
P06	Edu. 3% + Bil 1%	Hourly	41.8758	43.9694	46.1679	48.4764	50.9002
		Bi-weekly	3,350.06	3,517.55	3,693.43	3,878.11	4,072.02
		Monthly	7,258.47	7,621.36	8,002.43	8,402.58	8,822.71
		Annual	87,101.63	91,456.31	96,029.17	100,830.91	105,872.46
P07	Edu. 1 + MC +Swat	Hourly	42.8824	45.0262	47.2776	49.6416	52.1238
		Bi-weekly	3,430.59	3,602.10	3,782.21	3,971.33	4,169.90
		Monthly	7,432.95	7,804.54	8,194.79	8,604.54	9,034.79
		Annual	89,195.43	93,654.51	98,337.44	103,254.50	108,417.47
P08	Edu. 3% + MC 2.5% + Long 5%	Hourly	44.4929	46.7175	49.0535	51.5060	54.0814
		Bi-weekly	3,559.43	3,737.40	3,924.28	4,120.48	4,326.51
		Monthly	7,712.10	8,097.71	8,502.60	8,927.70	9,374.11
		Annual	92,545.25	97,172.49	102,031.24	107,132.41	112,489.32
P09	Edu. 1 + MC + Long 2	Hourly	46.5062	48.8314	51.2730	53.8366	56.5285
		Bi-weekly	3,720.50	3,906.51	4,101.84	4,306.93	4,522.28
		Monthly	8,061.07	8,464.11	8,887.32	9,331.69	9,798.28
		Annual	96,732.85	101,569.32	106,647.78	111,980.23	117,579.35
P10	Edu. 3% + MC 2.5% + Bill. 1%	Hourly	42.8824	45.0262	47.2776	49.6416	52.1238
		Bi-weekly	3,430.59	3,602.10	3,782.21	3,971.33	4,169.90
		Monthly	7,432.95	7,804.54	8,194.79	8,604.54	9,034.79
		Annual	89,195.43	93,654.51	98,337.44	103,254.50	108,417.47

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE OFFICER						
P11	Edu. 3% + Swat 1% + long 5%	Hourly	43.8888	46.0835	48.3877	50.8068	53.3474
		Bi-weekly	3,511.10	3,686.68	3,871.02	4,064.54	4,267.79
		Monthly	7,607.40	7,987.80	8,387.20	8,806.51	9,246.87
		Annual	91,288.80	95,853.58	100,646.36	105,678.08	110,962.49
P12	Edu. 1+ Swat + long 2	Hourly	45.9022	48.1971	50.6073	53.1374	55.7945
		Bi-weekly	3,672.18	3,855.77	4,048.58	4,250.99	4,463.56
		Monthly	7,956.39	8,354.16	8,771.93	9,210.47	9,671.04
		Annual	95,476.62	100,249.97	105,263.12	110,525.69	116,052.52
P13	Edu. 1 + Swat + Bill.	Hourly	42.2786	44.3920	46.6118	48.9423	51.3896
		Bi-weekly	3,382.29	3,551.36	3,728.94	3,915.38	4,111.17
		Monthly	7,328.29	7,694.61	8,079.38	8,483.33	8,907.54
		Annual	87,939.42	92,335.37	96,952.56	101,799.95	106,890.42
P14	Edu. 3% + long 5% + Bill. 1%	Hourly	43.8888	46.0835	48.3877	50.8068	53.3474
		Bi-weekly	3,511.10	3,686.68	3,871.02	4,064.54	4,267.79
		Monthly	7,607.40	7,987.80	8,387.20	8,806.51	9,246.87
		Annual	91,288.80	95,853.58	100,646.36	105,678.08	110,962.49
	POLICE OFFICER						
P15	Edu. 3% + long 10% + Bill. 1%	Hourly	45.9022	48.1971	50.6073	53.1374	55.7945
		Bi-weekly	3,672.18	3,855.77	4,048.58	4,250.99	4,463.56
		Monthly	7,956.39	8,354.16	8,771.93	9,210.47	9,671.04
		Annual	95,476.62	100,249.97	105,263.12	110,525.69	116,052.52
P16	Edu. 3% + MC 2.5% + Swat 1% + long 5%	Hourly	44.8958	47.1404	49.4973	51.9723	54.5708
		Bi-weekly	3,591.66	3,771.23	3,959.78	4,157.78	4,365.66
		Monthly	7,781.94	8,171.00	8,579.54	9,008.53	9,458.94
		Annual	93,383.25	98,051.99	102,954.42	108,102.32	113,507.28
P17	Edu. 1 + MC + Swat + long 2	Hourly	46.9089	49.2542	51.7169	54.3027	57.0180
		Bi-weekly	3,752.71	3,940.34	4,137.35	4,344.22	4,561.44
		Monthly	8,130.87	8,537.40	8,964.26	9,412.48	9,883.13
		Annual	97,570.42	102,448.82	107,571.17	112,949.71	118,597.53
P18	Edu. 3% + MC 2.5% + Swat 1% + Bill. 1%	Hourly	43.2850	45.4490	47.7216	50.1078	52.6131
		Bi-weekly	3,462.80	3,635.92	3,817.73	4,008.62	4,209.05
		Monthly	7,502.73	7,877.83	8,271.74	8,685.35	9,119.60
		Annual	90,032.78	94,534.00	99,260.83	104,224.19	109,435.22
P19	Edu. 3% + Swat 1%+ long 5% + Bill. 1%	Hourly	44.2916	46.5062	48.8314	51.2730	53.8368
		Bi-weekly	3,543.33	3,720.50	3,906.51	4,101.84	4,306.94
		Monthly	7,677.22	8,061.07	8,464.11	8,887.32	9,331.70
		Annual	92,126.58	96,732.85	101,569.32	106,647.78	111,980.45
P20	Edu. 3% + Swat 1%+ long 10% + Bill. 1%	Hourly	46.3049	48.6200	51.0510	53.6037	56.2839
		Bi-weekly	3,704.39	3,889.60	4,084.08	4,288.30	4,502.71
		Monthly	8,026.18	8,427.47	8,848.84	9,291.30	9,755.87
		Annual	96,314.18	101,129.68	106,186.08	111,495.60	117,070.48
P21	Edu. 2	Hourly	42.2786	44.3920	46.6118	48.9423	51.3896
		Bi-weekly	3,382.29	3,551.36	3,728.94	3,915.38	4,111.17
		Monthly	7,328.29	7,694.61	8,079.38	8,483.33	8,907.54
		Annual	87,939.42	92,335.37	96,952.56	101,799.95	106,890.42

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE OFFICER						
P22	Edu. 2 + MC	Hourly	43.2850	45.4490	47.7216	50.1078	52.6131
		Bi-weekly	3,462.80	3,635.92	3,817.73	4,008.62	4,209.05
		Monthly	7,502.73	7,877.83	8,271.74	8,685.35	9,119.60
		Annual	90,032.78	94,534.00	99,260.83	104,224.19	109,435.22
P23	Edu. 2 + Swat	Hourly	42.6811	44.8148	47.0556	49.4085	51.8790
		Bi-weekly	3,414.49	3,585.18	3,764.45	3,952.68	4,150.32
		Monthly	7,398.06	7,767.91	8,156.31	8,564.14	8,992.37
		Annual	88,776.76	93,214.87	97,875.74	102,769.65	107,908.38
P24	Edu. 5% + Long 5%	Hourly	44.2916	46.5062	48.8314	51.2730	53.8368
		Bi-weekly	3,543.33	3,720.50	3,906.51	4,101.84	4,306.94
		Monthly	7,677.22	8,061.07	8,464.11	8,887.32	9,331.70
		Annual	92,126.58	96,732.85	101,569.32	106,647.78	111,980.45
P25	Edu. 2 + Long 2	Hourly	46.3049	48.6200	51.0510	53.6037	56.2839
		Bi-weekly	3,704.39	3,889.60	4,084.08	4,288.30	4,502.71
		Monthly	8,026.18	8,427.47	8,848.84	9,291.30	9,755.87
		Annual	96,314.18	101,129.68	106,186.08	111,495.60	117,070.48
P26	Edu. 5% + Bil 1%	Hourly	42.6811	44.8148	47.0556	49.4085	51.8790
		Bi-weekly	3,414.49	3,585.18	3,764.45	3,952.68	4,150.32
		Monthly	7,398.06	7,767.91	8,156.31	8,564.14	8,992.37
		Annual	88,776.76	93,214.87	97,875.74	102,769.65	107,908.38
P27	Edu. 2+ MC + Swat	Hourly	43.6877	45.8720	48.1656	50.5739	53.1026
		Bi-weekly	3,495.02	3,669.76	3,853.25	4,045.91	4,248.21
		Monthly	7,572.53	7,951.14	8,348.70	8,766.14	9,204.45
		Annual	90,870.34	95,413.72	100,184.45	105,193.67	110,453.40
P28	Edu. 5% + MC 2.5% + Long 5%	Hourly	45.2983	47.5631	49.9413	52.4384	55.0602
		Bi-weekly	3,623.86	3,805.05	3,995.30	4,195.07	4,404.82
		Monthly	7,851.70	8,244.27	8,656.48	9,089.32	9,543.77
		Annual	94,220.38	98,931.27	103,877.81	109,071.80	114,525.25
P29	Edu. 2 + MC + Long 2	Hourly	47.3115	49.6770	52.1607	54.7690	57.5073
		Bi-weekly	3,784.92	3,974.16	4,172.86	4,381.52	4,600.58
		Monthly	8,200.67	8,610.68	9,041.20	9,493.30	9,967.94
		Annual	98,407.98	103,328.10	108,494.35	113,919.62	119,615.28
P30	Edu. 5% + MC 2.5% + Bill. 1%	Hourly	43.6877	45.8720	48.1656	50.5739	53.1026
		Bi-weekly	3,495.02	3,669.76	3,853.25	4,045.91	4,248.21
		Monthly	7,572.53	7,951.14	8,348.70	8,766.14	9,204.45
		Annual	90,870.34	95,413.72	100,184.45	105,193.67	110,453.40
P31	Edu. 5% + Swat 1% + long 5%	Hourly	44.6943	46.9288	49.2755	51.7392	54.3263
		Bi-weekly	3,575.54	3,754.30	3,942.04	4,139.14	4,346.10
		Monthly	7,747.01	8,134.33	8,541.08	8,968.12	9,416.55
		Annual	92,964.14	97,611.91	102,492.94	107,617.47	112,998.63
P32	Edu. 2 + Swat + long 2	Hourly	46.7077	49.0428	51.4950	54.0696	56.7733
		Bi-weekly	3,736.62	3,923.42	4,119.60	4,325.57	4,541.86
		Monthly	8,096.00	8,500.75	8,925.81	9,372.07	9,840.70
		Annual	97,151.96	102,008.96	107,109.69	112,464.86	118,088.44

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range		Entry					Maximum
Number	Classification Title	Step 1	Step 2	Step 3	Step 4	Step 5	
	POLICE OFFICER						
P33	Edu. 5% + Swat 1% + Bill. 1%	Hourly	43.0837	45.2377	47.4997	49.8746	52.3685
		Bi-weekly	3,446.70	3,619.02	3,799.98	3,989.97	4,189.48
		Monthly	7,467.84	7,841.20	8,233.28	8,644.93	9,077.21
		Annual	89,614.11	94,094.36	98,799.36	103,739.13	108,926.56
P34	Edu. 5% + long 5% + Bill. 1%	Hourly	44.6943	46.9288	49.2755	51.7392	54.3263
		Bi-weekly	3,575.54	3,754.30	3,942.04	4,139.14	4,346.10
		Monthly	7,747.01	8,134.33	8,541.08	8,968.12	9,416.55
		Annual	92,964.14	97,611.91	102,492.94	107,617.47	112,998.63
P35	Edu. 5% + long 10% + Bill. 1%	Hourly	46.7077	49.0428	51.4950	54.0696	56.7733
		Bi-weekly	3,736.62	3,923.42	4,119.60	4,325.57	4,541.86
		Monthly	8,096.00	8,500.75	8,925.81	9,372.07	9,840.70
		Annual	97,151.96	102,008.96	107,109.69	112,464.86	118,088.44
P36	Edu. 5% + MC 2.5% + Swat 1% + long 5%	Hourly	45.7008	47.9858	50.3851	52.9045	55.5496
		Bi-weekly	3,656.06	3,838.86	4,030.81	4,232.36	4,443.97
		Monthly	7,921.48	8,317.55	8,733.42	9,170.11	9,628.60
		Annual	95,057.73	99,810.55	104,800.99	110,041.28	115,543.21
P37	Edu. 2 + MC + Swat + long 2	Hourly	47.7143	50.0997	52.6048	55.2349	57.9968
		Bi-weekly	3,817.14	4,007.98	4,208.38	4,418.79	4,639.74
		Monthly	8,270.48	8,683.95	9,118.16	9,574.06	10,052.77
		Annual	99,245.76	104,207.38	109,417.96	114,888.66	120,633.24
P38	Edu. 5% + MC 2.5% + Swat 1% + Bill. 1%	Hourly	44.0903	46.2946	48.6093	51.0400	53.5920
		Bi-weekly	3,527.22	3,703.57	3,888.74	4,083.20	4,287.36
		Monthly	7,642.33	8,024.40	8,425.62	8,846.93	9,289.28
		Annual	91,707.91	96,292.78	101,107.41	106,163.15	111,471.36
P39	Edu. 5% + Swat 1%+ long 5% + Bill. 1%	Hourly	45.0970	47.3517	49.7192	52.2054	54.8156
		Bi-weekly	3,607.76	3,788.14	3,977.54	4,176.43	4,385.25
		Monthly	7,816.81	8,207.64	8,617.99	9,048.93	9,501.37
		Annual	93,801.71	98,491.63	103,415.89	108,587.17	114,016.38
P40	Edu. 5% + Swat 1%+ long 10% + Bill. 1%	Hourly	47.1102	49.4655	51.9389	54.5358	57.2628
		Bi-weekly	3,768.82	3,957.24	4,155.11	4,362.86	4,581.02
		Monthly	8,165.78	8,574.02	9,002.74	9,452.88	9,925.55
		Annual	97,989.31	102,888.24	108,032.87	113,434.56	119,106.62
P41	MC	Hourly	41.2717	43.3353	45.5021	47.7771	50.1660
		Bi-weekly	3,301.74	3,466.82	3,640.17	3,822.17	4,013.28
		Monthly	7,153.77	7,511.45	7,887.03	8,281.36	8,695.43
		Annual	85,845.18	90,137.39	94,644.30	99,376.37	104,345.19
P42	MC + Swat	Hourly	41.6743	43.7580	45.9460	48.2432	50.6555
		Bi-Weekly	3,333.94	3,500.64	3,675.68	3,859.46	4,052.44
		Monthly	7,223.54	7,584.72	7,963.97	8,362.15	8,780.28
		Annual	86,682.52	91,016.67	95,567.69	100,345.85	105,363.37
P43	MC 2.5% + long 5%	Hourly	43.2850	45.4490	47.7216	50.1078	52.6131
		Bi-Weekly	3,462.80	3,635.92	3,817.73	4,008.62	4,209.05
		Monthly	7,502.73	7,877.83	8,271.74	8,685.35	9,119.60
		Annual	90,032.78	94,534.00	99,260.83	104,224.19	109,435.22

CITY OF VALLEJO							
VPOA			5% Increase				
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE OFFICER						
P44	MC + long 2	Hourly	45,298.3	47,563.1	49,941.3	52,438.4	55,060.2
		Bi-Weekly	3,623.86	3,805.05	3,995.30	4,195.07	4,404.82
		Monthly	7,851.70	8,244.27	8,656.48	9,089.32	9,543.77
		Annual	94,220.38	98,931.27	103,877.81	109,071.80	114,525.25
P45	MC 2.5% + Bill. 1%	Hourly	41,674.3	43,758.0	45,946.0	48,243.2	50,655.5
		Bi-Weekly	3,333.94	3,500.64	3,675.68	3,859.46	4,052.44
		Monthly	7,223.54	7,584.72	7,963.97	8,362.15	8,780.28
		Annual	86,682.52	91,016.67	95,567.69	100,345.85	105,363.37
P46	MC 2.5% + Swat 1% + long 5%	Hourly	43,687.7	45,872.0	48,165.6	50,573.9	53,102.6
		Bi-Weekly	3,495.02	3,669.76	3,853.25	4,045.91	4,248.21
		Monthly	7,572.53	7,951.14	8,348.70	8,766.14	9,204.45
		Annual	90,870.34	95,413.72	100,184.45	105,193.67	110,453.40
P47	MC + Swat + long 2	Hourly	45,700.8	47,985.8	50,385.1	52,904.5	55,549.6
		Bi-Weekly	3,656.06	3,838.86	4,030.81	4,232.36	4,443.97
		Monthly	7,921.48	8,317.55	8,733.42	9,170.11	9,628.60
		Annual	95,057.73	99,810.55	104,800.99	110,041.28	115,543.21
P48	MC 2.5% + Swat 1% + Bill. 1%	Hourly	42,077.1	44,180.7	46,389.8	48,709.3	51,144.9
		Bi-Weekly	3,366.17	3,534.46	3,711.18	3,896.74	4,091.59
		Monthly	7,293.36	7,658.00	8,040.91	8,442.94	8,865.11
		Annual	87,520.31	91,895.95	96,490.87	101,315.32	106,381.33
P49	MC 2.5% + long 5% + Bill. 1%	Hourly	43,687.7	45,872.0	48,165.6	50,573.9	53,102.6
		Bi-Weekly	3,495.02	3,669.76	3,853.25	4,045.91	4,248.21
		Monthly	7,572.53	7,951.14	8,348.70	8,766.14	9,204.45
		Annual	90,870.34	95,413.72	100,184.45	105,193.67	110,453.40
P50	MC 2.5% + long 10% + Bill. 1%	Hourly	45,700.8	47,985.8	50,385.1	52,904.5	55,549.6
		Bi-Weekly	3,656.06	3,838.86	4,030.81	4,232.36	4,443.97
		Monthly	7,921.48	8,317.55	8,733.42	9,170.11	9,628.60
		Annual	95,057.73	99,810.55	104,800.99	110,041.28	115,543.21
P51	MC 2.5% + Swat 1% + long 5% + Bill. 1%	Hourly	44,090.3	46,294.6	48,609.3	51,040.0	53,592.0
		Bi-Weekly	3,527.22	3,703.57	3,888.74	4,083.20	4,287.36
		Monthly	7,642.33	8,024.40	8,425.62	8,846.93	9,289.28
		Annual	91,707.91	96,292.78	101,107.41	106,163.15	111,471.36
P52	MC 2.5% + Swat 1% + long 10% + Bill. 1%	Hourly	46,103.5	48,408.6	50,829.2	53,370.5	56,039.1
		Bi-Weekly	3,688.28	3,872.69	4,066.34	4,269.64	4,483.13
		Monthly	7,991.27	8,390.82	8,810.40	9,250.88	9,713.45
		Annual	95,895.29	100,689.83	105,724.82	111,010.54	116,561.39
P53	Swat	Hourly	40,667.8	42,701.1	44,836.2	47,078.0	49,431.9
		Bi-weekly	3,253.42	3,416.09	3,586.90	3,766.24	3,954.55
		Monthly	7,049.08	7,401.52	7,771.60	8,160.19	8,568.20
		Annual	84,588.94	88,818.26	93,259.20	97,922.26	102,818.35
P54	Swat 1% + long 5%	Hourly	42,681.1	44,814.8	47,055.6	49,408.5	51,879.0
		Bi-Weekly	3,414.49	3,585.18	3,764.45	3,952.68	4,150.32
		Monthly	7,398.06	7,767.91	8,156.31	8,564.14	8,992.37
		Annual	88,776.76	93,214.87	97,875.74	102,769.65	107,908.38

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range		Entry					Maximum
Number	Classification Title	Step 1	Step 2	Step 3	Step 4	Step 5	
	POLICE OFFICER						
P55	Swat + long 2	Hourly 44.6943	46.9288	49.2755	51.7392	54.3263	
		Bi-Weekly 3,575.54	3,754.30	3,942.04	4,139.14	4,346.10	
		Monthly 7,747.01	8,134.33	8,541.08	8,968.12	9,416.55	
		Annual 92,964.14	97,611.91	102,492.94	107,617.47	112,998.63	
P56	Swat 1 % + Bill. 1%	Hourly 41.0702	43.1238	45.2802	47.5441	49.9213	
		Bi-Weekly 3,285.62	3,449.90	3,622.42	3,803.53	3,993.70	
		Monthly 7,118.84	7,474.80	7,848.57	8,240.98	8,653.03	
		Annual 85,426.07	89,697.54	94,182.82	98,891.74	103,836.31	
P57	Swat 1% + long 5% + Bill. 1%	Hourly 43.0837	45.2377	47.4997	49.8746	52.3685	
		Bi-Weekly 3,446.70	3,619.02	3,799.98	3,989.97	4,189.48	
		Monthly 7,467.84	7,841.20	8,233.28	8,644.93	9,077.21	
		Annual 89,614.11	94,094.36	98,799.36	103,739.13	108,926.56	
P58	Swat 1% + long 10% + Bill. 1%	Hourly 45.0970	47.3517	49.7192	52.2054	54.8156	
		Bi-Weekly 3,607.76	3,788.14	3,977.54	4,176.43	4,385.25	
		Monthly 7,816.81	8,207.64	8,617.99	9,048.93	9,501.37	
		Annual 93,801.71	98,491.63	103,415.89	108,587.17	114,016.38	
P59	Longevity 5% of Base	Hourly 42.2786	44.3920	46.6118	48.9423	51.3896	
		Bi-weekly 3,382.29	3,551.36	3,728.94	3,915.38	4,111.17	
		Monthly 7,328.29	7,694.61	8,079.38	8,483.33	8,907.54	
		Annual 87,939.42	92,335.37	96,952.56	101,799.95	106,890.42	
P60	Long 5% + Bill 1%	Hourly 42.6811	44.8148	47.0556	49.4085	51.8790	
		Bi-Weekly 3,414.49	3,585.18	3,764.45	3,952.68	4,150.32	
		Monthly 7,398.06	7,767.91	8,156.31	8,564.14	8,992.37	
		Annual 88,776.76	93,214.87	97,875.74	102,769.65	107,908.38	
P61	Long 2	Hourly 44.2916	46.5062	48.8314	51.2730	53.8368	
		Bi-weekly 3,543.33	3,720.50	3,906.51	4,101.84	4,306.94	
		Monthly 7,677.22	8,061.07	8,464.11	8,887.32	9,331.70	
		Annual 92,126.58	96,732.85	101,569.32	106,647.78	111,980.45	
P62	Long 10% + Bill 1%	Hourly 44.6943	46.9288	49.2755	51.7392	54.3263	
		Bi-Weekly 3,575.54	3,754.30	3,942.04	4,139.14	4,346.10	
		Monthly 7,747.01	8,134.33	8,541.08	8,968.12	9,416.55	
		Annual 92,964.14	97,611.91	102,492.94	107,617.47	112,998.63	
P63	Bilingual 1% of Base	Hourly 40.6678	42.7011	44.8362	47.0780	49.4319	
		Bi-weekly 3,253.42	3,416.09	3,586.90	3,766.24	3,954.55	
		Monthly 7,049.08	7,401.52	7,771.60	8,160.19	8,568.20	
		Annual 84,588.94	88,818.26	93,259.20	97,922.26	102,818.35	

CITY OF VALLEJO							
VPOA			5% Increase				
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	CORPORAL						
R00	BASE	Hourly	52.3685	0.0000	0.0000	0.0000	52.3685
		Bi-weekly					4,189.48
		Monthly					9,077.21
		Annual					108,926.56
R01	Edu. 1	Hourly					53.9395
		Bi-weekly					4,315.16
		Monthly					9,349.52
		Annual					112,194.26
R02	Edu. 1 + MC	Hourly					55.2487
		Bi-weekly					4,419.90
		Monthly					9,576.44
		Annual					114,917.28
R03	Edu. 1 + Swat	Hourly					54.4633
		Bi-weekly					4,357.06
		Monthly					9,440.30
		Annual					113,283.64
R04	Edu. 3% + Long 5%	Hourly					56.5580
		Bi-weekly					4,524.64
		Monthly					9,803.39
		Annual					117,640.72
R05	Edu. 1 + Long 2	Hourly					59.1763
		Bi-weekly					4,734.10
		Monthly					10,257.23
		Annual					123,086.75
R06	Edu. 3% + Bil 1%	Hourly					54.4633
		Bi-weekly					4,357.06
		Monthly					9,440.30
		Annual					113,283.64
R07	Edu. 1 + MC + Swat	Hourly					55.7724
		Bi-weekly					4,461.79
		Monthly					9,667.22
		Annual					116,006.65
R08	Edu. 3% + MC 2.5% + Long 5%	Hourly					57.8671
		Bi-weekly					4,629.37
		Monthly					10,030.29
		Annual					120,363.52
R09	Edu. 1 + MC + Long 2	Hourly					60.4855
		Bi-weekly					4,838.84
		Monthly					10,484.15
		Annual					125,809.76
R10	Edu. 3% + MC 2.5% + Bill. 1%	Hourly					55.7724
		Bi-weekly					4,461.79
		Monthly					9,667.22
		Annual					116,006.65

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range Number	Classification Title	Entry Step 1	Step 2	Step 3	Step 4	Maximum Step 5	
	CORPORAL						
R11	Edu. 3% + Swat 1% + long 5%	Hourly				57.0818	
		Bi-weekly				4,566.54	
		Monthly				9,894.18	
		Annual				118,730.10	
R12	Edu. 1 + Swat + long 2	Hourly				59.7001	
		Bi-weekly				4,776.01	
		Monthly				10,348.01	
		Annual				124,176.12	
R13	Edu. 3% + Swat 1% + Bill. 1%	Hourly				54.9869	
		Bi-weekly				4,398.95	
		Monthly				9,531.07	
		Annual				114,372.80	
R14	Edu. 3% + long 5% + Bill. 1%	Hourly				57.0818	
		Bi-weekly				4,566.54	
		Monthly				9,894.18	
		Annual				118,730.10	
R15	Edu. 3% + long 10% + Bill. 1%	Hourly				59.7001	
		Bi-weekly				4,776.01	
		Monthly				10,348.01	
		Annual				124,176.12	
R16	Edu. 3% + MC 2.5% + Swat 1% + long 5%	Hourly				58.3910	
		Bi-weekly				4,671.28	
		Monthly				10,121.11	
		Annual				121,453.33	
R17	Edu. 1 + MC + Swat + long 2	Hourly				61.0092	
		Bi-weekly				4,880.74	
		Monthly				10,574.93	
		Annual				126,899.14	
R18	Edu. 3% + MC 2.5% + Swat 1% + Bill. 1%	Hourly				56.2961	
		Bi-weekly				4,503.69	
		Monthly				9,757.99	
		Annual				117,095.82	
R19	Edu. 3% + Swat 1%+ long 5% + Bill. 1%	Hourly				60.2239	
		Bi-weekly				4,817.91	
		Monthly				10,438.81	
		Annual				125,265.72	
R20	Edu. 3% + Swat 1%+ long 10% + Bill. 1%	Hourly				57.6053	
		Bi-weekly				4,608.42	
		Monthly				9,984.92	
		Annual				119,819.04	
R21	Edu. 2	Hourly				54.9869	
		Bi-weekly				4,398.95	
		Monthly				9,531.07	
		Annual				114,372.80	

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	CORPORAL						
R22	Edu. 2 + MC	Hourly					56,296.1
		Bi-weekly					4,503.69
		Monthly					9,757.99
		Annual					117,095.82
R23	Edu. 2 + Swat	Hourly					55,510.6
		Bi-weekly					4,440.85
		Monthly					9,621.83
		Annual					115,461.96
R24	Edu. 5% + Long 5%	Hourly					57,605.3
		Bi-weekly					4,608.42
		Monthly					9,984.92
		Annual					119,819.04
R25	Edu. 2 + Long 2	Hourly					60,223.9
		Bi-weekly					4,817.91
		Monthly					10,438.81
		Annual					125,265.72
R26	Edu. 5% + Bil 1%	Hourly					55,510.6
		Bi-weekly					4,440.85
		Monthly					9,621.83
		Annual					115,461.96
R27	Edu. 2 + MC +Swat	Hourly					56,819.7
		Bi-weekly					4,545.58
		Monthly					9,848.75
		Annual					118,184.98
R28	Edu. 5% + MC 2.5% + Long 5%	Hourly					58,914.5
		Bi-weekly					4,713.16
		Monthly					10,211.84
		Annual					122,542.06
R29	Edu. 2 + MC + Long 2	Hourly					61,532.9
		Bi-weekly					4,922.63
		Monthly					10,665.71
		Annual					127,988.52
R30	Edu. 5% + MC 2.5% + Bill. 1%	Hourly					56,819.7
		Bi-weekly					4,545.58
		Monthly					9,848.75
		Annual					118,184.98
R31	Edu. 5% + Swat 1% + long 5%	Hourly					58,128.9
		Bi-weekly					4,650.31
		Monthly					10,075.68
		Annual					120,908.21
R32	Edu. 2 + Swat + long 2	Hourly					60,747.3
		Bi-weekly					4,859.78
		Monthly					10,529.54
		Annual					126,354.45

CITY OF VALLEJO						
VPOA		5% Increase				
Salary Ranges						
March 31, 2018 Through March 31, 2019						
Range		Entry				Maximum
Number	Classification Title	Step 1	Step 2	Step 3	Step 4	Step 5
	CORPORAL					
R33	Edu. 5% + Swat 1% + Bill. 1%	Hourly				56,034.3
		Bi-weekly				4,482.74
		Monthly				9,712.61
		Annual				116,551.34
R34	Edu. 5% + long 5% + Bill. 1%	Hourly				58,128.9
		Bi-weekly				4,650.31
		Monthly				10,075.68
		Annual				120,908.21
R35	Edu. 5% + long 10% + Bill. 1%	Hourly				60,747.3
		Bi-weekly				4,859.78
		Monthly				10,529.54
		Annual				126,354.45
R36	Edu. 5% + MC 2.5% + Swat 1% + long 5%	Hourly				59,438.1
		Bi-weekly				4,755.05
		Monthly				10,302.60
		Annual				123,631.22
R37	Edu. 2 + MC + Swat + long 2	Hourly				62,056.7
		Bi-weekly				4,964.54
		Monthly				10,756.49
		Annual				129,077.89
R38	Edu. 5% + MC 2.5% + Swat 1% + Bill. 1%	Hourly				57,343.5
		Bi-weekly				4,587.48
		Monthly				9,939.55
		Annual				119,274.57
R39	Edu. 5% + Swat 1%+ long 5% + Bill. 1%	Hourly				58,652.8
		Bi-weekly				4,692.22
		Monthly				10,166.48
		Annual				121,997.80
R40	Edu. 5% + Swat 1%+ long 10% + Bill. 1%	Hourly				61,271.2
		Bi-weekly				4,901.70
		Monthly				10,620.34
		Annual				127,444.04
R41	MC	Hourly				53,677.7
		Bi-weekly				4,294.22
		Monthly				9,304.13
		Annual				111,649.57
R42	MC + Swat	Hourly				54,201.4
		Bi-Weekly				4,336.11
		Monthly				9,394.91
		Annual				112,738.95
R43	MC 2.5% + long 5%	Hourly				56,296.1
		Bi-Weekly				4,503.69
		Monthly				9,757.99
		Annual				117,095.82

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
R44	CORPORAL						
	MC + long 2	Hourly					58,914.5
		Bi-Weekly					4,713.16
		Monthly					10,211.84
		Annual					122,542.06
R45	MC 2.5% + Bill. 1%	Hourly					54,201.4
		Bi-Weekly					4,336.11
		Monthly					9,394.91
		Annual					112,738.95
R46	MC 2.5% + Swat 1% + long 5%	Hourly					56,819.7
		Bi-Weekly					4,545.58
		Monthly					9,848.75
		Annual					118,184.98
R47	MC + Swat + long 2	Hourly					59,438.1
		Bi-Weekly					4,755.05
		Monthly					10,302.60
		Annual					123,631.22
R48	MC 2.5% + Swat 1% + Bill. 1%	Hourly					54,725.1
		Bi-Weekly					4,378.01
		Monthly					9,485.68
		Annual					113,828.11
R49	MC 2.5% + long 5% + Bill. 1%	Hourly					56,819.7
		Bi-Weekly					4,545.58
		Monthly					9,848.75
		Annual					118,184.98
R50	MC 2.5% + long 10% + Bill. 1%	Hourly					59,438.1
		Bi-Weekly					4,755.05
		Monthly					10,302.60
		Annual					123,631.22
R51	MC 2.5% + Swat 1% + long 5% + Bill. 1%	Hourly					57,343.5
		Bi-Weekly					4,587.48
		Monthly					9,939.55
		Annual					119,274.57
R52	MC 2.5% + Swat 1% + long 10% + Bill 1%	Hourly					59,962.0
		Bi-Weekly					4,796.96
		Monthly					10,393.42
		Annual					124,721.03
R53	Swat	Hourly					52,892.2
		Bi-weekly					4,231.38
		Monthly					9,167.98
		Annual					110,015.72
R54	Swat 1% + long 5%	Hourly					55,510.6
		Bi-Weekly					4,440.85
		Monthly					9,621.83
		Annual					115,461.96

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	CORPORAL						
R55	Swat + long 2	Hourly					58,128.9
		Bi-Weekly					4,650.31
		Monthly					10,075.68
		Annual					120,908.21
R56	Swat 1 % + Bill. 1%	Hourly					53,415.9
		Bi-Weekly					4,273.27
		Monthly					9,258.76
		Annual					111,105.10
R57	Swat 1% + long 5% + Bill. 1%	Hourly					56,034.3
		Bi-Weekly					4,482.74
		Monthly					9,712.61
		Annual					116,551.34
R58	Swat 1% + long 10% + Bill. 1%	Hourly					58,652.8
		Bi-Weekly					4,692.22
		Monthly					10,166.48
		Annual					121,997.80
R59	Longevity 5% of Base	Hourly					54,986.9
		Bi-weekly					4,398.95
		Monthly					9,531.07
		Annual					114,372.80
R60	Bill 1% + long 5%	Hourly					55,510.6
		Bi-Weekly					4,440.85
		Monthly					9,621.83
		Annual					115,461.96
R61	Long 2	Hourly					57,605.3
		Bi-weekly					4,608.42
		Monthly					9,984.92
		Annual					119,819.04
R62	Bill 1% + long 10%	Hourly					55,510.6
		Bi-Weekly					4,440.85
		Monthly					9,621.83
		Annual					115,461.96
R63	Bilingual 1% of Base	Hourly					52,892.2
		Bi-weekly					4,231.38
		Monthly					9,167.98
		Annual					110,015.72

CITY OF VALLEJO							
VPOA			5% Increase				
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	Police Sergeant						
T00	BASE	Hourly	48.2892	50.7035	53.2389	55.9005	58.6956
		Bi-weekly	3,863.14	4,056.28	4,259.11	4,472.04	4,695.65
		Monthly	8,370.13	8,788.60	9,228.07	9,689.43	10,173.91
		Annual	100,441.50	105,463.18	110,736.88	116,273.10	122,086.91
T01	Edu. 1	Hourly	49.7378	52.2246	54.8358	57.5775	60.4565
		Bi-weekly	3,979.02	4,177.97	4,386.86	4,606.20	4,836.52
		Monthly	8,621.21	9,052.26	9,504.88	9,980.10	10,479.12
		Annual	103,454.55	108,627.14	114,058.53	119,761.17	125,749.48
T02	Edu. 1 + MC	Hourly	50.9451	53.4921	56.1667	58.9751	61.9239
		Bi-weekly	4,075.61	4,279.37	4,493.34	4,718.01	4,953.91
		Monthly	8,830.48	9,271.97	9,735.56	10,222.36	10,733.47
		Annual	105,965.71	111,263.66	116,826.75	122,668.29	128,801.62
T03	Edu. 1 + Swat	Hourly	50.2209	52.7316	55.3683	58.1367	61.0434
		Bi-weekly	4,017.67	4,218.53	4,429.46	4,650.94	4,883.47
		Monthly	8,704.95	9,140.15	9,597.17	10,077.03	10,580.86
		Annual	104,459.41	109,681.79	115,166.03	120,924.37	126,970.33
T04	Edu. 3% + Long 5%	Hourly	52.1522	54.7598	57.4978	60.3727	63.3914
		Bi-weekly	4,172.18	4,380.78	4,599.82	4,829.82	5,071.31
		Monthly	9,039.72	9,491.70	9,966.28	10,464.60	10,987.85
		Annual	108,476.66	113,900.40	119,595.40	125,575.20	131,854.20
T05	Edu. 1 + Long 2	Hourly	54.5667	57.2950	60.1598	63.1677	66.3261
		Bi-weekly	4,365.34	4,583.60	4,812.78	5,053.42	5,306.09
		Monthly	9,458.23	9,931.14	10,427.69	10,949.07	11,496.52
		Annual	113,498.77	119,173.67	125,132.28	131,388.78	137,958.26
T06	Edu. 3% + Bil 1%	Hourly	50.2209	52.7316	55.3683	58.1367	61.0434
		Bi-weekly	4,017.67	4,218.53	4,429.46	4,650.94	4,883.47
		Monthly	8,704.95	9,140.15	9,597.17	10,077.03	10,580.86
		Annual	104,459.41	109,681.79	115,166.03	120,924.37	126,970.33
T07	Edu. 1 + MC +Swat	Hourly	51.4280	53.9993	56.6993	59.5341	62.5108
		Bi-weekly	4,114.24	4,319.94	4,535.94	4,762.73	5,000.86
		Monthly	8,914.18	9,359.88	9,827.87	10,319.24	10,835.21
		Annual	106,970.14	112,318.53	117,934.47	123,830.83	130,022.47
T08	Edu. 3% + MC 2.5% + Long 5%	Hourly	53.3594	56.0274	58.8289	61.7701	64.8587
		Bi-weekly	4,268.75	4,482.19	4,706.31	4,941.61	5,188.70
		Monthly	9,248.97	9,711.41	10,197.01	10,706.82	11,242.18
		Annual	110,987.60	116,536.93	122,364.06	128,481.88	134,906.12
T09	Edu. 1 + MC + Long 2	Hourly	55.7738	58.5625	61.4907	64.5652	67.7935
		Bi-weekly	4,461.90	4,685.00	4,919.26	5,165.22	5,423.48
		Monthly	9,667.46	10,150.83	10,658.39	11,191.31	11,750.87
		Annual	116,009.49	121,809.98	127,900.72	134,295.69	141,010.40
T10	Edu. 3% + MC 2.5% + Bill. 1%	Hourly	51.4280	53.9993	56.6993	59.5341	62.5108
		Bi-weekly	4,114.24	4,319.94	4,535.94	4,762.73	5,000.86
		Monthly	8,914.18	9,359.88	9,827.87	10,319.24	10,835.21
		Annual	106,970.14	112,318.53	117,934.47	123,830.83	130,022.47
T11	Edu. 3% + Swat 1% + long 5%	Hourly	52.6350	55.2669	58.0304	60.9316	63.9784
		Bi-weekly	4,210.80	4,421.35	4,642.43	4,874.53	5,118.27
		Monthly	9,123.41	9,579.59	10,058.59	10,561.48	11,089.59
		Annual	109,480.86	114,955.06	120,703.13	126,737.74	133,075.05

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	Police Sergeant						
T12	Edu. 1 + Swat + long 2	Hourly	55.0495	57.8021	60.6923	63.7267	66.9131
		Bi-weekly	4,403.96	4,624.17	4,855.38	5,098.14	5,353.05
		Monthly	9,541.91	10,019.03	10,520.00	11,045.96	11,598.28
		Annual	114,502.97	120,228.33	126,240.00	132,551.55	139,179.33
T13	Edu. 3% + Swat 1% + Bill. 1%	Hourly	50.7035	53.2388	55.9006	58.6956	61.6304
		Bi-weekly	4,056.28	4,259.10	4,472.05	4,695.65	4,930.43
		Monthly	8,788.60	9,228.06	9,689.44	10,173.91	10,682.60
		Annual	105,463.18	110,736.66	116,273.32	122,086.91	128,191.19
T14	Edu. 3% + long 5% + Bill. 1%	Hourly	52.6350	55.2669	58.0304	60.9316	63.9784
		Bi-weekly	4,210.80	4,421.35	4,642.43	4,874.53	5,118.27
		Monthly	9,123.41	9,579.59	10,058.59	10,561.48	11,089.59
		Annual	109,480.86	114,955.06	120,703.13	126,737.74	133,075.05
T15	Edu. 3% + long 10% + Bill. 1%	Hourly	55.0495	57.8021	60.6923	63.7267	66.9131
		Bi-weekly	4,403.96	4,624.17	4,855.38	5,098.14	5,353.05
		Monthly	9,541.91	10,019.03	10,520.00	11,045.96	11,598.28
		Annual	114,502.97	120,228.33	126,240.00	132,551.55	139,179.33
T16	Edu. 3% + MC 2.5% + Swat 1% + long 5%	Hourly	53.8422	56.5344	59.3613	62.3292	65.4458
		Bi-weekly	4,307.38	4,522.75	4,748.90	4,986.34	5,235.66
		Monthly	9,332.65	9,799.30	10,289.30	10,803.72	11,343.93
		Annual	111,991.81	117,591.58	123,471.57	129,644.64	136,127.19
T17	Edu. 1 + MC + Swat + long 2	Hourly	57.9445	60.8417	63.8839	67.0779	70.4318
		Bi-weekly	4,635.56	4,867.34	5,110.71	5,366.23	5,634.54
		Monthly	10,043.71	10,545.90	11,073.21	11,626.83	12,208.18
		Annual	120,524.48	126,550.79	132,878.49	139,522.00	146,498.13
T18	Edu. 3% + MC 2.5% + Swat 1% + Bill. 1%	Hourly	51.9107	54.5063	57.2316	60.0931	63.0978
		Bi-weekly	4,152.86	4,360.50	4,578.53	4,807.45	5,047.82
		Monthly	8,997.86	9,447.77	9,920.15	10,416.13	10,936.94
		Annual	107,974.34	113,373.19	119,041.76	124,993.60	131,243.33
T19	Edu. 3% + Swat 1%+ long 5% + Bill. 1%	Hourly	53.1179	55.7738	58.5626	61.4906	64.5652
		Bi-weekly	4,249.43	4,461.90	4,685.01	4,919.25	5,165.22
		Monthly	9,207.11	9,667.46	10,150.85	10,658.38	11,191.31
		Annual	110,485.28	116,009.49	121,810.20	127,900.50	134,295.69
T20	Edu. 3% + Swat 1%+ long 10% + Bill. 1%	Hourly	55.5324	58.3090	61.2247	64.2857	67.4999
		Bi-weekly	4,442.59	4,664.72	4,897.98	5,142.86	5,399.99
		Monthly	9,625.62	10,106.90	10,612.27	11,142.86	11,699.98
		Annual	115,507.39	121,282.76	127,347.29	133,714.31	140,399.75
T21	Edu. 2	Hourly	50.7035	53.2388	55.9006	58.6956	61.6304
		Bi-weekly	4,056.28	4,259.10	4,472.05	4,695.65	4,930.43
		Monthly	8,788.60	9,228.06	9,689.44	10,173.91	10,682.60
		Annual	105,463.18	110,736.66	116,273.32	122,086.91	128,191.19

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE SERGEANT						
T22	Edu. 2 + MC	Hourly	51.9107	54.5063	57.2316	60.0931	63.0978
		Bi-weekly	4,152.86	4,360.50	4,578.53	4,807.45	5,047.82
		Monthly	8,997.86	9,447.77	9,920.15	10,416.13	10,936.94
		Annual	107,974.34	113,373.19	119,041.76	124,993.60	131,243.33
T23	Edu. 2 + Swat	Hourly	51.1865	53.7456	56.4333	59.2546	62.2173
		Bi-weekly	4,094.92	4,299.65	4,514.66	4,740.37	4,977.38
		Monthly	8,872.32	9,315.91	9,781.77	10,270.81	10,784.34
		Annual	106,467.82	111,790.88	117,381.26	123,249.67	129,412.05
T24	Edu. 5% + Long 5%	Hourly	53.1179	55.7738	58.5626	61.4906	64.5652
		Bi-weekly	4,249.43	4,461.90	4,685.01	4,919.25	5,165.22
		Monthly	9,207.11	9,667.46	10,150.85	10,658.38	11,191.31
		Annual	110,485.28	116,009.49	121,810.20	127,900.50	134,295.69
T25	Edu. 2 + Long 2	Hourly	55.5324	58.3090	61.2247	64.2857	67.4999
		Bi-weekly	4,442.59	4,664.72	4,897.98	5,142.86	5,399.99
		Monthly	9,625.62	10,106.90	10,612.27	11,142.86	11,699.98
		Annual	115,507.39	121,282.76	127,347.29	133,714.31	140,399.75
T26	Edu. 5% + Bil 1%	Hourly	51.1865	53.7456	56.4333	59.2546	62.2173
		Bi-weekly	4,094.92	4,299.65	4,514.66	4,740.37	4,977.38
		Monthly	8,872.32	9,315.91	9,781.77	10,270.81	10,784.34
		Annual	106,467.82	111,790.88	117,381.26	123,249.67	129,412.05
T27	Edu. 2 + MC +Swat	Hourly	52.3936	55.0132	57.7641	60.6522	63.6847
		Bi-weekly	4,191.49	4,401.06	4,621.13	4,852.18	5,094.78
		Monthly	9,081.56	9,535.62	10,012.44	10,513.05	11,038.68
		Annual	108,978.76	114,427.40	120,149.27	126,156.58	132,464.19
T28	Edu. 5% + MC 2.5% + Long 5%	Hourly	54.3252	57.0416	59.8936	62.8883	66.0325
		Bi-weekly	4,346.02	4,563.33	4,791.49	5,031.06	5,282.60
		Monthly	9,416.37	9,887.21	10,381.55	10,900.64	11,445.63
		Annual	112,996.45	118,646.46	124,578.64	130,807.62	137,347.61
T29	Edu. 2 + MC + Long 2	Hourly	56.7396	59.5767	62.5556	65.6831	68.9674
		Bi-weekly	4,539.17	4,766.14	5,004.45	5,254.65	5,517.39
		Monthly	9,834.86	10,326.63	10,842.98	11,385.07	11,954.34
		Annual	118,018.34	123,919.50	130,115.73	136,620.78	143,452.11
T30	Edu. 5% + MC 2.5% + Bill. 1%	Hourly	52.3936	55.0132	57.7641	60.6522	63.6847
		Bi-weekly	4,191.49	4,401.06	4,621.13	4,852.18	5,094.78
		Monthly	9,081.56	9,535.62	10,012.44	10,513.05	11,038.68
		Annual	108,978.76	114,427.40	120,149.27	126,156.58	132,464.19
T31	Edu. 5% + Swat 1% + long 5%	Hourly	53.6008	56.2808	59.0949	62.0496	65.1522
		Bi-weekly	4,288.06	4,502.46	4,727.59	4,963.97	5,212.18
		Monthly	9,290.81	9,755.35	10,243.12	10,755.27	11,293.05
		Annual	111,489.71	117,064.15	122,917.49	129,063.26	135,516.54
T32	Edu. 2 + Swat + long 2	Hourly	56.0152	58.8160	61.7570	64.8446	68.0869
		Bi-weekly	4,481.22	4,705.28	4,940.56	5,187.57	5,446.95
		Monthly	9,709.30	10,194.77	10,704.55	11,239.74	11,801.74
		Annual	116,511.60	122,337.20	128,454.58	134,876.85	141,620.82

CITY OF VALLEJO							
VPOA			5% Increase				
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE SERGEANT						
T33	Edu. 5% + Swat 1% + Bill. 1%	Hourly	51.6692	54.2529	56.9656	59.8136	62.8044
		Bi-weekly	4,133.54	4,340.23	4,557.25	4,785.09	5,024.35
		Monthly	8,956.00	9,403.83	9,874.05	10,367.69	10,886.09
		Annual	107,472.02	112,845.97	118,488.55	124,412.22	130,633.12
T34	Edu. 5% + long 5% + Bill. 1%	Hourly	53.6008	56.2808	59.0949	62.0496	65.1522
		Bi-weekly	4,288.06	4,502.46	4,727.59	4,963.97	5,212.18
		Monthly	9,290.81	9,755.35	10,243.12	10,755.27	11,293.05
		Annual	111,489.71	117,064.15	122,917.49	129,063.26	135,516.54
T35	Edu. 5% + long 10% + Bill. 1%	Hourly	56.0152	58.8160	61.7570	64.8446	68.0869
		Bi-weekly	4,481.22	4,705.28	4,940.56	5,187.57	5,446.95
		Monthly	9,709.30	10,194.77	10,704.55	11,239.74	11,801.74
		Annual	116,511.60	122,337.20	128,454.58	134,876.85	141,620.82
T36	Edu. 5% + MC 2.5% + Swat 1% + long 5%	Hourly	54.8081	57.5485	60.4260	63.4472	66.6196
		Bi-weekly	4,384.65	4,603.88	4,834.08	5,075.78	5,329.57
		Monthly	9,500.07	9,975.07	10,473.85	10,997.51	11,547.39
		Annual	114,000.87	119,700.89	125,686.14	131,970.17	138,568.68
T37	Edu. 2 + MC + Swat + long 2	Hourly	57.2225	60.0836	63.0880	66.2422	69.5543
		Bi-weekly	4,577.80	4,806.69	5,047.04	5,299.38	5,564.34
		Monthly	9,918.56	10,414.50	10,935.25	11,481.98	12,056.08
		Annual	119,022.76	124,973.94	131,223.02	137,783.76	144,672.96
T38	Edu. 5% + MC 2.5% + Swat 1% + Bill. 1%	Hourly	52.8765	55.5202	58.2965	61.2112	64.2718
		Bi-weekly	4,230.12	4,441.62	4,663.72	4,896.90	5,141.74
		Monthly	9,165.27	9,623.51	10,104.73	10,609.95	11,140.44
		Annual	109,983.18	115,482.06	121,256.77	127,319.34	133,685.26
T39	Edu. 5% + Swat 1%+ long 5% + Bill. 1%	Hourly	54.0838	56.7878	59.6275	62.6087	65.7391
		Bi-weekly	4,326.70	4,543.02	4,770.20	5,008.70	5,259.13
		Monthly	9,374.53	9,843.22	10,335.43	10,852.17	11,394.78
		Annual	112,494.35	118,118.58	124,025.21	130,226.02	136,737.40
T40	Edu. 5% + Swat 1%+ long 10% + Bill. 1%	Hourly	56.4982	59.3231	62.2893	65.4037	68.6739
		Bi-weekly	4,519.86	4,745.85	4,983.14	5,232.30	5,493.91
		Monthly	9,793.02	10,282.67	10,796.80	11,336.63	11,903.47
		Annual	117,516.24	123,392.07	129,561.65	136,039.61	142,841.68
T41	MC	Hourly	49.4965	51.9711	54.5699	57.2982	60.1630
		Bi-weekly	3,959.72	4,157.69	4,365.59	4,583.86	4,813.04
		Monthly	8,579.39	9,008.33	9,458.78	9,931.69	10,428.25
		Annual	102,952.67	108,099.92	113,505.32	119,180.22	125,139.05
T42	MC + Swat	Hourly	49.9792	52.4781	55.1022	57.8570	60.7500
		Bi-Weekly	3,998.34	4,198.25	4,408.18	4,628.56	4,860.00
		Monthly	8,663.05	9,096.20	9,551.05	10,028.55	10,529.99
		Annual	103,956.65	109,154.35	114,612.61	120,342.55	126,359.91
T43	MC 2.5% + long 5%	Hourly	51.9107	54.5063	57.2316	60.0931	63.0978
		Bi-Weekly	4,152.86	4,360.50	4,578.53	4,807.45	5,047.82
		Monthly	8,997.86	9,447.77	9,920.15	10,416.13	10,936.94
		Annual	107,974.34	113,373.19	119,041.76	124,993.60	131,243.33
T44	MC + long 2	Hourly	54.3252	57.0416	59.8936	62.8883	66.0325
		Bi-Weekly	4,346.02	4,563.33	4,791.49	5,031.06	5,282.60
		Monthly	9,416.37	9,887.21	10,381.55	10,900.64	11,445.63
		Annual	112,996.45	118,646.46	124,578.64	130,807.62	137,347.61

CITY OF VALLEJO							
VPOA			5% Increase				
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	Police Sergeant						
T45	MC 2.5% + Bill. 1%	Hourly	49,979.2	52,478.1	55,102.2	57,857.0	60,750.0
		Bi-Weekly	3,998.34	4,198.25	4,408.18	4,628.56	4,860.00
		Monthly	8,663.05	9,096.20	9,551.05	10,028.55	10,529.99
		Annual	103,956.65	109,154.35	114,612.61	120,342.55	126,359.91
T46	MC 2.5% + Swat 1%+ long 5%	Hourly	52,393.6	55,013.2	57,764.1	60,652.2	63,684.7
		Bi-Weekly	4,191.49	4,401.06	4,621.13	4,852.18	5,094.78
		Monthly	9,081.56	9,535.62	10,012.44	10,513.05	11,038.68
		Annual	108,978.76	114,427.40	120,149.27	126,156.58	132,464.19
T47	MC + Swat + long 2	Hourly	54,808.1	57,548.5	60,426.0	63,447.2	66,619.6
		Bi-Weekly	4,384.65	4,603.88	4,834.08	5,075.78	5,329.57
		Monthly	9,500.07	9,975.07	10,473.85	10,997.51	11,547.39
		Annual	114,000.87	119,700.89	125,686.14	131,970.17	138,568.68
T48	MC 2.5% + Swat 1% + Bill. 1%	Hourly	50,462.2	52,985.1	55,634.7	58,416.2	61,336.9
		Bi-Weekly	4,036.98	4,238.81	4,450.78	4,673.30	4,906.95
		Monthly	8,746.77	9,184.08	9,643.34	10,125.48	10,631.73
		Annual	104,961.29	110,209.01	115,720.11	121,505.75	127,580.76
T49	MC 2.5% + long 5% + Bill. 1%	Hourly	52,393.6	55,013.2	57,764.1	60,652.2	63,684.7
		Bi-Weekly	4,191.49	4,401.06	4,621.13	4,852.18	5,094.78
		Monthly	9,081.56	9,535.62	10,012.44	10,513.05	11,038.68
		Annual	108,978.76	114,427.40	120,149.27	126,156.58	132,464.19
T50	MC 2.5% + long 10% + Bill. 1%	Hourly	54,808.1	57,548.5	60,426.0	63,447.2	66,619.6
		Bi-Weekly	4,384.65	4,603.88	4,834.08	5,075.78	5,329.57
		Monthly	9,500.07	9,975.07	10,473.85	10,997.51	11,547.39
		Annual	114,000.87	119,700.89	125,686.14	131,970.17	138,568.68
T51	MC 2.5% + Swat 1% + long 5% + Bill. 1%	Hourly	52,876.5	55,520.2	58,296.5	61,211.2	64,271.8
		Bi-Weekly	4,230.12	4,441.62	4,663.72	4,896.90	5,141.74
		Monthly	9,165.27	9,623.51	10,104.73	10,609.95	11,140.44
		Annual	109,983.18	115,482.06	121,256.77	127,319.34	133,685.26
T52	MC 2.5% + Swat 1% + long 10% + Bill 1%	Hourly	55,291.0	52,985.1	55,634.7	58,416.2	61,336.9
		Bi-Weekly	4,423.28	4,238.81	4,450.78	4,673.30	4,906.95
		Monthly	9,583.77	9,184.08	9,643.34	10,125.48	10,631.73
		Annual	115,005.29	110,209.01	115,720.11	121,505.75	127,580.76
T53	Swat	Hourly	48,772.1	51,210.6	53,771.2	56,459.7	59,282.5
		Bi-weekly	3,901.77	4,096.85	4,301.70	4,516.78	4,742.60
		Monthly	8,453.83	8,876.50	9,320.35	9,786.34	10,275.63
		Annual	101,445.93	106,518.05	111,844.17	117,436.08	123,307.55
T54	Swat 1% + long 5%	Hourly	51,186.5	53,745.6	56,433.3	59,254.6	62,217.3
		Bi-Weekly	4,094.92	4,299.65	4,514.66	4,740.37	4,977.38
		Monthly	8,872.32	9,315.91	9,781.77	10,270.81	10,784.34
		Annual	106,467.82	111,790.88	117,381.26	123,249.67	129,412.05

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE SERGEANT						
T55	Swat + long 2	Hourly	53.6008	56.2808	59.0949	62.0496	65.1522
		Bi-Weekly	4,288.06	4,502.46	4,727.59	4,963.97	5,212.18
		Monthly	9,290.81	9,755.35	10,243.12	10,755.27	11,293.05
		Annual	111,489.71	117,064.15	122,917.49	129,063.26	135,516.54
T56	Swat 1 % + Bill. 1%	Hourly	49.2550	51.7175	54.3036	57.0185	59.8695
		Bi-Weekly	3,940.40	4,137.40	4,344.29	4,561.48	4,789.56
		Monthly	8,537.53	8,964.37	9,412.62	9,883.20	10,377.39
		Annual	102,450.35	107,572.48	112,951.46	118,598.41	124,528.62
T57	Swat 1% + long 5% + Bill. 1%	Hourly	51.6692	54.2529	56.9656	59.8136	62.8044
		Bi-Weekly	4,133.54	4,340.23	4,557.25	4,785.09	5,024.35
		Monthly	8,956.00	9,403.83	9,874.05	10,367.69	10,886.09
		Annual	107,472.02	112,845.97	118,488.55	124,412.22	130,633.12
T58	Swat 1% + long 10% + Bill. 1%	Hourly	54.0838	56.7878	59.6275	62.6087	65.7391
		Bi-Weekly	4,326.70	4,543.02	4,770.20	5,008.70	5,259.13
		Monthly	9,374.53	9,843.22	10,335.43	10,852.17	11,394.78
		Annual	112,494.35	118,118.58	124,025.21	130,226.02	136,737.40
T59	Longevity 5% of Base	Hourly	50.7035	53.2388	55.9006	58.6956	61.6304
		Bi-weekly	4,056.28	4,259.10	4,472.05	4,695.65	4,930.43
		Monthly	8,788.60	9,228.06	9,689.44	10,173.91	10,682.60
		Annual	105,463.18	110,736.66	116,273.32	122,086.91	128,191.19
T60	Bill 1% + long 5%	Hourly	51.1865	53.7456	56.4333	59.2546	62.2173
		Bi-Weekly	4,094.92	4,299.65	4,514.66	4,740.37	4,977.38
		Monthly	8,872.32	9,315.91	9,781.77	10,270.81	10,784.34
		Annual	106,467.82	111,790.88	117,381.26	123,249.67	129,412.05
T61	Long 2	Hourly	53.1179	55.7738	58.5626	61.4906	64.5652
		Bi-weekly	4,249.43	4,461.90	4,685.01	4,919.25	5,165.22
		Monthly	9,207.11	9,667.46	10,150.85	10,658.38	11,191.31
		Annual	110,485.28	116,009.49	121,810.20	127,900.50	134,295.69
T62	Bill 1% + long 10%	Hourly	51.1865	53.7456	56.4333	59.2546	62.2173
		Bi-Weekly	4,094.92	4,299.65	4,514.66	4,740.37	4,977.38
		Monthly	8,872.32	9,315.91	9,781.77	10,270.81	10,784.34
		Annual	106,467.82	111,790.88	117,381.26	123,249.67	129,412.05
T63	Bilingual 1% of Base	Hourly	48.7721	51.2106	53.7712	56.4597	59.2825
		Bi-weekly	3,901.77	4,096.85	4,301.70	4,516.78	4,742.60
		Monthly	8,453.83	8,876.50	9,320.35	9,786.34	10,275.63
		Annual	101,445.93	106,518.05	111,844.17	117,436.08	123,307.55

CITY OF VALLEJO							
VPOA			5% Increase				
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE LIEUTENANT						
V00	BASE		57.5000	60.3752	63.3939	66.5635	69.8918
			4,600.00	4,830.02	5,071.51	5,325.08	5,591.34
			9,966.67	10,465.04	10,988.27	11,537.67	12,114.58
			119,599.99	125,580.44	131,859.22	138,452.06	145,374.90
V01	Edu. 1	Hourly	59.2249	62.1863	65.2955	68.5604	71.9884
		Bi-weekly	4,737.99	4,974.90	5,223.64	5,484.83	5,759.07
		Monthly	10,265.66	10,778.95	11,317.89	11,863.80	12,477.99
		Annual	123,187.86	129,347.40	135,814.66	142,605.59	149,735.91
V02	Edu. 1 + MC	Hourly	60.6625	63.6955	66.8804	70.2246	73.7357
		Bi-weekly	4,853.00	5,095.64	5,350.43	5,617.97	5,898.86
		Monthly	10,514.83	11,040.56	11,592.60	12,172.27	12,780.86
		Annual	126,177.98	132,486.68	139,111.19	146,067.23	153,370.31
V03	Edu. 1 + Swat	Hourly	59.8000	62.7901	65.9296	69.2259	72.6872
		Bi-weekly	4,784.00	5,023.21	5,274.37	5,538.07	5,814.98
		Monthly	10,365.34	10,883.62	11,427.80	11,999.15	12,599.11
		Annual	124,384.04	130,603.42	137,133.58	143,989.81	151,189.37
V04	Edu. 3% + Long 5%	Hourly	62.0999	65.2051	68.4651	71.8885	75.4830
		Bi-weekly	4,967.99	5,216.41	5,477.21	5,751.08	6,038.64
		Monthly	10,763.99	11,302.22	11,867.29	12,460.67	13,083.73
		Annual	129,167.88	135,626.62	142,407.50	149,528.00	157,004.70
V05	Edu. 1 + Long 2	Hourly	64.9752	68.2238	71.6349	75.2169	78.9775
		Bi-weekly	5,198.02	5,457.90	5,730.79	6,017.35	6,318.20
		Monthly	11,262.36	11,825.45	12,416.71	13,037.59	13,689.44
		Annual	135,148.32	141,905.40	149,000.56	156,451.06	164,273.27
V06	Edu. 3% + Bil 1%	Hourly	59.8000	62.7901	65.9296	69.2259	72.6872
		Bi-weekly	4,784.00	5,023.21	5,274.37	5,538.07	5,814.98
		Monthly	10,365.34	10,883.62	11,427.80	11,999.15	12,599.11
		Annual	124,384.04	130,603.42	137,133.58	143,989.81	151,189.37
V07	Edu. 1 + MC +Swat	Hourly	61.2375	64.2994	67.5145	70.8900	74.4345
		Bi-weekly	4,899.00	5,143.95	5,401.16	5,671.20	5,954.76
		Monthly	10,614.50	11,145.23	11,702.51	12,287.60	12,901.98
		Annual	127,373.94	133,742.70	140,430.11	147,451.23	154,823.76
V08	Edu. 3% + MC 2.5% + Long 5%	Hourly	63.5375	66.7145	70.0501	73.5526	77.2301
		Bi-weekly	5,083.00	5,337.16	5,604.01	5,884.21	6,178.41
		Monthly	11,013.17	11,563.84	12,142.02	12,749.12	13,386.56
		Annual	132,157.99	138,766.12	145,704.25	152,989.42	160,638.66
V09	Edu. 1 + MC + Long 2	Hourly	66.4126	69.7331	73.2198	76.8807	80.7248
		Bi-weekly	5,313.01	5,578.65	5,857.58	6,150.46	6,457.98
		Monthly	11,511.52	12,087.08	12,691.42	13,325.99	13,992.31
		Annual	138,138.22	145,044.90	152,297.09	159,911.82	167,907.67
V10	Edu. 3% + MC 2.5% + Bill. 1%	Hourly	61.2375	64.2994	67.5145	70.8900	74.4345
		Bi-weekly	4,899.00	5,143.95	5,401.16	5,671.20	5,954.76
		Monthly	10,614.50	11,145.23	11,702.51	12,287.60	12,901.98
		Annual	127,373.94	133,742.70	140,430.11	147,451.23	154,823.76

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE LIEUTENANT						
V11	Edu. 3% + Swat 1% + long 5%	Hourly	62.6751	65.8090	69.0993	72.5542	76.1820
		Bi-weekly	5,014.01	5,264.72	5,527.94	5,804.34	6,094.56
		Monthly	10,863.69	11,406.89	11,977.22	12,576.05	13,204.88
		Annual	130,364.27	136,882.64	143,726.64	150,912.65	158,458.59
V12	Edu. 1 + Swat + long 2	Hourly	65.5499	68.8275	72.2690	75.8823	79.6764
		Bi-weekly	5,243.99	5,506.20	5,781.52	6,070.58	6,374.11
		Monthly	11,361.99	11,930.10	12,526.62	13,152.94	13,810.58
		Annual	136,343.84	143,161.20	150,319.48	157,835.28	165,726.94
V13	Edu. 3% + Swat 1% + Bill. 1%	Hourly	60.3752	63.3939	66.5635	69.8918	73.3862
		Bi-weekly	4,830.02	5,071.51	5,325.08	5,591.34	5,870.90
		Monthly	10,465.04	10,988.27	11,537.67	12,114.58	12,720.27
		Annual	125,580.44	131,859.22	138,452.06	145,374.90	152,643.25
V14	Edu. 3% + long 5% + Bill. 1%	Hourly	62.6751	65.8090	69.0993	72.5542	76.1820
		Bi-weekly	5,014.01	5,264.72	5,527.94	5,804.34	6,094.56
		Monthly	10,863.69	11,406.89	11,977.22	12,576.05	13,204.88
		Annual	130,364.27	136,882.64	143,726.64	150,912.65	158,458.59
V15	Edu. 3% + long 10% + Bill. 1%	Hourly	65.5499	68.8275	72.2690	75.8823	79.6764
		Bi-weekly	5,243.99	5,506.20	5,781.52	6,070.58	6,374.11
		Monthly	11,361.99	11,930.10	12,526.62	13,152.94	13,810.58
		Annual	136,343.84	143,161.20	150,319.48	157,835.28	165,726.94
V16	Edu. 3% + MC 2.5% + Swat 1% + long 5%	Hourly	64.1125	67.3181	70.6842	74.2184	77.9292
		Bi-weekly	5,129.00	5,385.45	5,654.74	5,937.47	6,234.34
		Monthly	11,112.83	11,668.48	12,251.93	12,864.52	13,507.73
		Annual	133,353.95	140,021.70	147,023.17	154,374.29	162,092.77
V17	Edu. 1 + MC + Swat + long 2	Hourly	68.9972	72.4472	76.0694	79.8729	83.8665
		Bi-weekly	5,519.78	5,795.78	6,085.55	6,389.83	6,709.32
		Monthly	11,959.51	12,557.51	13,185.35	13,844.63	14,536.87
		Annual	143,514.13	150,690.10	158,224.25	166,135.57	174,442.41
V18	Edu. 3% + MC 2.5% + Swat 1% + Bill. 1%	Hourly	61.8126	64.9031	68.1484	71.5556	75.1336
		Bi-weekly	4,945.01	5,192.25	5,451.87	5,724.45	6,010.69
		Monthly	10,714.18	11,249.88	11,812.38	12,402.97	13,023.16
		Annual	128,570.11	134,998.50	141,748.59	148,835.67	156,277.87
V19	Edu. 3% + Swat 1%+ long 5% + Bill. 1%	Hourly	63.2501	66.4126	69.7331	73.2198	76.8807
		Bi-weekly	5,060.01	5,313.01	5,578.65	5,857.58	6,150.46
		Monthly	10,963.35	11,511.52	12,087.08	12,691.42	13,325.99
		Annual	131,560.23	138,138.22	145,044.90	152,297.09	159,911.82
V20	Edu. 3% + Swat 1%+ long 10% + Bill. 1%	Hourly	66.1250	69.4311	72.9028	76.5480	80.3753
		Bi-weekly	5,290.00	5,554.49	5,832.22	6,123.84	6,430.02
		Monthly	11,461.67	12,034.73	12,636.48	13,268.33	13,931.72
		Annual	137,540.02	144,416.78	151,637.74	159,219.93	167,180.61
V21	Edu. 2	Hourly	60.3752	63.3939	66.5635	69.8918	73.3862
		Bi-weekly	4,830.02	5,071.51	5,325.08	5,591.34	5,870.90
		Monthly	10,465.04	10,988.27	11,537.67	12,114.58	12,720.27
		Annual	125,580.44	131,859.22	138,452.06	145,374.90	152,643.25

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE LIEUTENANT						
V22	Edu. 2 + MC	Hourly	61.8126	64.9031	68.1484	71.5556	75.1336
		Bi-weekly	4,945.01	5,192.25	5,451.87	5,724.45	6,010.69
		Monthly	10,714.18	11,249.88	11,812.38	12,402.97	13,023.16
		Annual	128,570.11	134,998.50	141,748.59	148,835.67	156,277.87
V23	Edu. 2 + Swat	Hourly	60.9502	63.9976	67.1974	70.5574	74.0853
		Bi-weekly	4,876.02	5,119.81	5,375.79	5,644.59	5,926.82
		Monthly	10,564.70	11,092.92	11,647.55	12,229.95	12,841.45
		Annual	126,776.40	133,115.02	139,770.54	146,759.34	154,097.36
V24	Edu. 5% + Long 5%	Hourly	63.2501	66.4126	69.7331	73.2198	76.8807
		Bi-weekly	5,060.01	5,313.01	5,578.65	5,857.58	6,150.46
		Monthly	10,963.35	11,511.52	12,087.08	12,691.42	13,325.99
		Annual	131,560.23	138,138.22	145,044.90	152,297.09	159,911.82
V25	Edu. 2 + Long 2	Hourly	66.1250	69.4311	72.9028	76.5480	80.3753
		Bi-weekly	5,290.00	5,554.49	5,832.22	6,123.84	6,430.02
		Monthly	11,461.67	12,034.73	12,636.48	13,268.33	13,931.72
		Annual	137,540.02	144,416.78	151,637.74	159,219.93	167,180.61
V26	Edu. 5% + Bil 1%	Hourly	60.9502	63.9976	67.1974	70.5574	74.0853
		Bi-weekly	4,876.02	5,119.81	5,375.79	5,644.59	5,926.82
		Monthly	10,564.70	11,092.92	11,647.55	12,229.95	12,841.45
		Annual	126,776.40	133,115.02	139,770.54	146,759.34	154,097.36
V27	Edu. 2 + MC +Swat	Hourly	62.3875	65.5069	68.7822	72.2214	75.8324
		Bi-weekly	4,991.00	5,240.55	5,502.58	5,777.71	6,066.59
		Monthly	10,813.84	11,354.53	11,922.26	12,518.38	13,144.28
		Annual	129,766.07	136,254.30	143,067.07	150,220.54	157,731.32
V28	Edu. 5% + MC 2.5% + Long 5%	Hourly	64.6874	67.9219	71.3180	74.8839	78.6281
		Bi-weekly	5,174.99	5,433.75	5,705.44	5,990.71	6,290.25
		Monthly	11,212.47	11,773.13	12,361.79	12,979.88	13,628.87
		Annual	134,549.69	141,277.50	148,341.43	155,758.51	163,546.44
V29	Edu. 2 + MC + Long 2	Hourly	67.5625	70.9408	74.4876	78.2120	82.1227
		Bi-weekly	5,405.00	5,675.26	5,959.01	6,256.96	6,569.82
		Monthly	11,710.83	12,296.41	12,911.19	13,556.74	14,234.60
		Annual	140,529.92	147,556.94	154,934.27	162,680.92	170,815.23
V30	Edu. 5% + MC 2.5% + Bill. 1%	Hourly	62.3875	65.5069	68.7822	72.2214	75.8324
		Bi-weekly	4,991.00	5,240.55	5,502.58	5,777.71	6,066.59
		Monthly	10,813.84	11,354.53	11,922.26	12,518.38	13,144.28
		Annual	129,766.07	136,254.30	143,067.07	150,220.54	157,731.32
V31	Edu. 5% + Swat 1% + long 5%	Hourly	63.8250	67.0164	70.3670	73.8855	77.5798
		Bi-weekly	5,106.00	5,361.31	5,629.36	5,910.84	6,206.38
		Monthly	11,063.00	11,616.17	12,196.95	12,806.81	13,447.16
		Annual	132,755.97	139,394.02	146,363.38	153,681.75	161,365.93
V32	Edu. 2 + Swat + long 2	Hourly	66.7000	70.0351	73.5368	77.2134	81.0743
		Bi-weekly	5,336.00	5,602.81	5,882.94	6,177.07	6,485.94
		Monthly	11,561.33	12,139.42	12,746.37	13,383.66	14,052.88
		Annual	138,735.98	145,673.02	152,956.44	160,603.93	168,634.50

CITY OF VALLEJO							
VPOA			5% Increase				
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE LIEUTENANT						
V33	Edu. 5% + Swat 1% + Bill. 1%	Hourly	61.5250	64.6013	67.8314	71.2229	74.7839
		Bi-weekly	4,922.00	5,168.10	5,426.51	5,697.83	5,982.71
		Monthly	10,664.33	11,197.55	11,757.44	12,345.30	12,962.55
		Annual	127,971.92	134,370.60	141,089.24	148,143.56	155,550.60
V34	Edu. 5% + long 5% + Bill. 1%	Hourly	63.8250	67.0164	70.3670	73.8855	77.5798
		Bi-weekly	5,106.00	5,361.31	5,629.36	5,910.84	6,206.38
		Monthly	11,063.00	11,616.17	12,196.95	12,806.81	13,447.16
		Annual	132,755.97	139,394.02	146,363.38	153,681.75	161,365.93
V35	Edu. 5% + long 10% + Bill. 1%	Hourly	66.7000	70.0351	73.5368	77.2134	81.0743
		Bi-weekly	5,336.00	5,602.81	5,882.94	6,177.07	6,485.94
		Monthly	11,561.33	12,139.42	12,746.37	13,383.66	14,052.88
		Annual	138,735.98	145,673.02	152,956.44	160,603.93	168,634.50
V36	Edu. 5% + MC 2.5% + Swat 1% + long 5%	Hourly	65.2626	68.5256	71.9520	75.5496	79.3271
		Bi-weekly	5,221.01	5,482.05	5,756.16	6,043.97	6,346.17
		Monthly	11,312.19	11,877.78	12,471.68	13,095.26	13,750.03
		Annual	135,746.30	142,533.30	149,660.13	157,143.17	165,000.33
V37	Edu. 2 + MC + Swat + long 2	Hourly	68.1375	71.5445	75.1217	78.8778	82.8216
		Bi-weekly	5,451.00	5,723.56	6,009.74	6,310.22	6,625.73
		Monthly	11,810.51	12,401.04	13,021.10	13,672.15	14,355.74
		Annual	141,726.09	148,812.52	156,253.19	164,065.79	172,268.90
V38	Edu. 5% + MC 2.5% + Swat 1% + Bill. 1%	Hourly	62.9625	66.1107	69.4161	72.8870	76.5315
		Bi-weekly	5,037.00	5,288.86	5,553.29	5,830.96	6,122.52
		Monthly	10,913.50	11,459.19	12,032.13	12,633.75	13,265.45
		Annual	130,962.03	137,510.32	144,385.55	151,604.98	159,185.43
V39	Edu. 5% + Swat 1%+ long 5% + Bill. 1%	Hourly	64.4001	67.6200	71.0010	74.5510	78.2788
		Bi-weekly	5,152.01	5,409.60	5,680.08	5,964.08	6,262.30
		Monthly	11,162.68	11,720.80	12,306.84	12,922.18	13,568.32
		Annual	133,952.15	140,649.60	147,682.08	155,066.18	162,819.82
V40	Edu. 5% + Swat 1%+ long 10% + Bill. 1%	Hourly	67.2750	70.6389	74.1706	77.8793	81.7733
		Bi-weekly	5,382.00	5,651.11	5,933.65	6,230.34	6,541.86
		Monthly	11,661.00	12,244.07	12,856.24	13,499.09	14,174.03
		Annual	139,931.94	146,928.82	154,274.92	161,989.03	170,088.39
V41	MC	Hourly	58.9374	61.8845	64.9787	68.2275	71.6390
		Bi-weekly	4,714.99	4,950.76	5,198.30	5,458.20	5,731.12
		Monthly	10,215.82	10,726.64	11,262.98	11,826.11	12,417.42
		Annual	122,589.89	128,719.72	135,155.75	141,913.26	149,009.08
V42	MC + Swat	Hourly	59.5126	62.4881	65.6125	68.8931	72.3378
		Bi-Weekly	4,761.01	4,999.05	5,249.00	5,511.45	5,787.02
		Monthly	10,315.52	10,831.28	11,372.83	11,941.48	12,538.54
		Annual	123,786.28	129,975.30	136,474.01	143,297.70	150,462.53
V43	MC 2.5% + long 5%	Hourly	61.8126	64.9031	68.1484	71.5556	75.1336
		Bi-Weekly	4,945.01	5,192.25	5,451.87	5,724.45	6,010.69
		Monthly	10,714.18	11,249.88	11,812.38	12,402.97	13,023.16
		Annual	128,570.11	134,998.50	141,748.59	148,835.67	156,277.87

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE LIEUTENANT						
V44	MC + long 2	Hourly	64.6874	67.9219	71.3180	74.8839	78.6281
		Bi-Weekly	5,174.99	5,433.75	5,705.44	5,990.71	6,290.25
		Monthly	11,212.47	11,773.13	12,361.79	12,979.88	13,628.87
		Annual	134,549.69	141,277.50	148,341.43	155,758.51	163,546.44
V45	MC 2.5% + Bill. 1%	Hourly	59.5126	62.4881	65.6125	68.8931	72.3378
		Bi-Weekly	4,761.01	4,999.05	5,249.00	5,511.45	5,787.02
		Monthly	10,315.52	10,831.28	11,372.83	11,941.48	12,538.54
		Annual	123,786.28	129,975.30	136,474.01	143,297.70	150,462.53
V46	MC 2.5% + Swat 1% + long 5%	Hourly	62.3875	65.5069	68.7822	72.2214	75.8324
		Bi-Weekly	4,991.00	5,240.55	5,502.58	5,777.71	6,066.59
		Monthly	10,813.84	11,354.53	11,922.26	12,518.38	13,144.28
		Annual	129,766.07	136,254.30	143,067.07	150,220.54	157,731.32
V47	MC + Swat + long 2	Hourly	65.2626	68.5256	71.9520	75.5496	79.3271
		Bi-Weekly	5,221.01	5,482.05	5,756.16	6,043.97	6,346.17
		Monthly	11,312.19	11,877.78	12,471.68	13,095.26	13,750.03
		Annual	135,746.30	142,533.30	149,660.13	157,143.17	165,000.33
V48	MC 2.5% + Swat 1% + Bill. 1%	Hourly	60.0875	63.0918	66.2466	69.5589	73.0368
		Bi-Weekly	4,807.00	5,047.34	5,299.73	5,564.71	5,842.94
		Monthly	10,415.17	10,935.91	11,482.74	12,056.88	12,659.72
		Annual	124,982.02	131,230.88	137,792.93	144,682.57	151,916.64
V49	MC 2.5% + long 5% + Bill. 1%	Hourly	62.3875	65.5069	68.7822	72.2214	75.8324
		Bi-Weekly	4,991.00	5,240.55	5,502.58	5,777.71	6,066.59
		Monthly	10,813.84	11,354.53	11,922.26	12,518.38	13,144.28
		Annual	129,766.07	136,254.30	143,067.07	150,220.54	157,731.32
V50	MC 2.5% + long 10% + Bill. 1%	Hourly	65.2626	68.5256	71.9520	75.5496	79.3271
		Bi-Weekly	5,221.01	5,482.05	5,756.16	6,043.97	6,346.17
		Monthly	11,312.19	11,877.78	12,471.68	13,095.26	13,750.03
		Annual	135,746.30	142,533.30	149,660.13	157,143.17	165,000.33
V51	MC 2.5% + Swat 1% + long 5% + Bill. 1%	Hourly	62.9625	65.5069	68.7822	72.2214	75.8324
		Bi-Weekly	5,037.00	5,240.55	5,502.58	5,777.71	6,066.59
		Monthly	10,913.50	11,354.53	11,922.26	12,518.38	13,144.28
		Annual	130,962.03	136,254.30	143,067.07	150,220.54	157,731.32
V52	MC 2.5% + Swat 1% + long 10% + Bill 1%	Hourly	65.8376	69.1294	72.5859	76.2151	80.0259
		Bi-Weekly	5,267.01	5,530.35	5,806.87	6,097.21	6,402.07
		Monthly	11,411.86	11,982.43	12,581.55	13,210.62	13,871.15
		Annual	136,942.26	143,789.10	150,978.61	158,527.39	166,453.78
V53	Swat	Hourly	58.0750	60.9789	64.0276	67.2291	70.5906
		Bi-weekly	4,646.00	4,878.31	5,122.21	5,378.33	5,647.25
		Monthly	10,066.33	10,569.67	11,098.12	11,653.04	12,235.70
		Annual	120,795.95	126,836.02	133,177.48	139,836.50	146,828.35
V54	Swat 1% + long 5%	Hourly	60.9502	63.9976	67.1974	70.5574	74.0853
		Bi-Weekly	4,876.02	5,119.81	5,375.79	5,644.59	5,926.82
		Monthly	10,564.70	11,092.92	11,647.55	12,229.95	12,841.45
		Annual	126,776.40	133,115.02	139,770.54	146,759.34	154,097.36

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE LIEUTENANT						
V55	Swat + long 2	Hourly	63.8250	67.0164	70.3670	73.8855	77.5798
		Bi-Weekly	5,106.00	5,361.31	5,629.36	5,910.84	6,206.38
		Monthly	11,063.00	11,616.17	12,196.95	12,806.81	13,447.16
		Annual	132,755.97	139,394.02	146,363.38	153,681.75	161,365.93
V56	Swat 1 % + Bill. 1%	Hourly	58.6500	61.5826	64.6617	67.8948	71.2895
		Bi-Weekly	4,692.00	4,926.61	5,172.94	5,431.58	5,703.16
		Monthly	10,165.99	10,674.32	11,208.03	11,768.43	12,356.85
		Annual	121,991.91	128,091.82	134,496.40	141,221.15	148,282.24
V57	Swat 1% + long 5% + Bill. 1%	Hourly	61.5250	64.6013	67.8314	71.2229	74.7839
		Bi-Weekly	4,922.00	5,168.10	5,426.51	5,697.83	5,982.71
		Monthly	10,664.33	11,197.55	11,757.44	12,345.30	12,962.55
		Annual	127,971.92	134,370.60	141,089.24	148,143.56	155,550.60
V58	Swat 1% + long 10% + Bill. 1%	Hourly	64.4001	67.6200	71.0010	74.5510	78.2788
		Bi-Weekly	5,152.01	5,409.60	5,680.08	5,964.08	6,262.30
		Monthly	11,162.68	11,720.80	12,306.84	12,922.18	13,568.32
		Annual	133,952.15	140,649.60	147,682.08	155,066.18	162,819.82
V59	Longevity 5% of Base	Hourly	60.3752	63.3939	66.5635	69.8918	73.3862
		Bi-weekly	4,830.02	5,071.51	5,325.08	5,591.34	5,870.90
		Monthly	10,465.04	10,988.27	11,537.67	12,114.58	12,720.27
		Annual	125,580.44	131,859.22	138,452.06	145,374.90	152,643.25
V60	Bill 1% + long 5%	Hourly	63.8250	67.0164	70.3670	73.8855	77.5798
		Bi-Weekly	5,106.00	5,361.31	5,629.36	5,910.84	6,206.38
		Monthly	11,063.00	11,616.17	12,196.95	12,806.81	13,447.16
		Annual	132,755.97	139,394.02	146,363.38	153,681.75	161,365.93
V61	Long 2	Hourly	63.2501	66.4126	69.7331	73.2198	76.8807
		Bi-weekly	5,060.01	5,313.01	5,578.65	5,857.58	6,150.46
		Monthly	10,963.35	11,511.52	12,087.08	12,691.42	13,325.99
		Annual	131,560.23	138,138.22	145,044.90	152,297.09	159,911.82
V62	Bill 1% + long 10%	Hourly	63.8250	67.0164	70.3670	73.8855	77.5798
		Bi-Weekly	5,106.00	5,361.31	5,629.36	5,910.84	6,206.38
		Monthly	11,063.00	11,616.17	12,196.95	12,806.81	13,447.16
		Annual	132,755.97	139,394.02	146,363.38	153,681.75	161,365.93
V63	Bilingual 1% of Base	Hourly	58.0750	60.9789	64.0276	67.2291	70.5906
		Bi-weekly	4,646.00	4,878.31	5,122.21	5,378.33	5,647.25
		Monthly	10,066.33	10,569.67	11,098.12	11,653.04	12,235.70
		Annual	120,795.95	126,836.02	133,177.48	139,836.50	146,828.35
V64	Edu. 5% + MC 2.5% + Long 5%+ bill 1%	Hourly	65.9877	68.5256	71.9520	75.5496	79.3271
		Bi-weekly	5,279.02	5,482.05	5,756.16	6,043.97	6,346.17
		Monthly	11,437.86	11,877.78	12,471.68	13,095.26	13,750.03
		Annual	137,254.35	142,533.30	149,660.13	157,143.17	165,000.33
V65	Edu. 5% + MC 2.5% + Long 10%+bill 1%	Hourly	68.1375	71.5445	75.1217	78.8778	82.8216
		Bi-weekly	5,451.00	5,723.56	6,009.74	6,310.22	6,625.73
		Monthly	11,810.51	12,401.04	13,021.10	13,672.15	14,355.74
		Annual	141,726.09	148,812.52	156,253.19	164,065.79	172,268.90

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range		Entry					Maximum
Number	Classification Title	Step 1	Step 2	Step 3	Step 4	Step 5	
	POLICE CAPTAIN						
W00	BASE	Hourly 67.5804	70.9595	74.5075	78.2329	82.1445	
		Bi-weekly 5,406.43	5,676.76	5,960.60	6,258.63	6,571.56	
		Monthly 11,713.94	12,299.65	12,914.63	13,560.37	14,238.39	
		Annual 140,567.26	147,595.81	154,975.55	162,724.38	170,860.65	
W01	Edu. 1	Hourly 69.6080	73.0883	76.7426	80.5799	84.6089	
		Bi-weekly 5,568.64	5,847.06	6,139.41	6,446.39	6,768.71	
		Monthly 12,065.38	12,668.64	13,302.05	13,967.19	14,665.54	
		Annual 144,784.57	152,023.65	159,624.63	167,606.28	175,986.50	
W02	Edu. 1 + MC	Hourly 71.2973	74.8623	78.6054	82.5357	86.6625	
		Bi-weekly 5,703.78	5,988.98	6,288.43	6,602.86	6,933.00	
		Monthly 12,358.20	12,976.13	13,624.94	14,306.18	15,021.50	
		Annual 148,298.40	155,713.52	163,499.26	171,674.19	180,257.97	
W03	Edu. 1 + Swat	Hourly 70.2836	73.7980	77.4878	81.3621	85.4304	
		Bi-weekly 5,622.69	5,903.84	6,199.02	6,508.97	6,834.43	
		Monthly 12,182.50	12,791.65	13,431.22	14,102.76	14,807.94	
		Annual 146,189.97	153,499.82	161,174.61	169,233.14	177,695.26	
W04	Edu. 3% + Long 5%	Hourly 72.9870	76.6362	80.4680	84.4913	88.7162	
		Bi-weekly 5,838.96	6,130.90	6,437.44	6,759.30	7,097.30	
		Monthly 12,651.08	13,283.62	13,947.79	14,645.16	15,377.47	
		Annual 151,812.90	159,403.39	167,373.46	175,741.89	184,529.65	
W05	Edu. 1 + Long 2	Hourly 76.3659	80.1842	84.1934	88.4031	92.8231	
		Bi-weekly 6,109.27	6,414.74	6,735.47	7,072.25	7,425.85	
		Monthly 13,236.75	13,898.59	14,593.52	15,323.20	16,089.35	
		Annual 158,841.01	166,783.13	175,122.29	183,878.39	193,072.15	
W06	Edu. 3% + Bil 1%	Hourly 70.2836	73.7980	77.4878	81.3621	85.4304	
		Bi-weekly 5,622.69	5,903.84	6,199.02	6,508.97	6,834.43	
		Monthly 12,182.50	12,791.65	13,431.22	14,102.76	14,807.94	
		Annual 146,189.97	153,499.82	161,174.61	169,233.14	177,695.26	
W07	Edu. 1 + MC +Swat	Hourly 71.9732	75.5719	79.3505	83.3179	87.4838	
		Bi-weekly 5,757.86	6,045.75	6,348.04	6,665.43	6,998.70	
		Monthly 12,475.35	13,099.12	13,754.09	14,441.77	15,163.86	
		Annual 149,704.25	157,189.47	165,049.03	173,301.27	181,966.29	
W08	Edu. 3% + MC 2.5% + Long 5%	Hourly 74.6763	78.4104	82.3307	86.4473	90.7697	
		Bi-weekly 5,974.10	6,272.83	6,586.46	6,915.78	7,261.58	
		Monthly 12,943.90	13,591.14	14,270.66	14,984.21	15,733.41	
		Annual 155,326.74	163,093.69	171,247.88	179,810.47	188,800.90	
W09	Edu. 1 + MC + Long 2	Hourly 78.0553	81.9583	86.0562	90.3589	94.8770	
		Bi-weekly 6,244.42	6,556.66	6,884.50	7,228.71	7,590.16	
		Monthly 13,529.59	14,206.10	14,916.41	15,662.21	16,445.34	
		Annual 162,355.07	170,473.21	178,996.93	187,946.52	197,344.06	
W10	Edu. 3% + MC 2.5% + Bill. 1%	Hourly 71.9732	75.5719	79.3505	83.3179	87.4838	
		Bi-weekly 5,757.86	6,045.75	6,348.04	6,665.43	6,998.70	
		Monthly 12,475.35	13,099.12	13,754.09	14,441.77	15,163.86	
		Annual 149,704.25	157,189.47	165,049.03	173,301.27	181,966.29	

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE CAPTAIN						
W11	Edu. 3% + Swat 1% + long 5%	Hourly	73.6626	77.3458	81.2131	85.2738	89.5375
		Bi-weekly	5,893.01	6,187.66	6,497.05	6,821.90	7,163.00
		Monthly	12,768.19	13,406.61	14,076.94	14,780.78	15,519.83
		Annual	153,218.30	160,879.34	168,923.23	177,369.41	186,237.98
W12	Edu. 1 + Swat + long 2	Hourly	77.0418	80.8938	84.9385	89.1854	93.6447
		Bi-weekly	6,163.34	6,471.50	6,795.08	7,134.83	7,491.58
		Monthly	13,353.90	14,021.59	14,722.67	15,458.81	16,231.74
		Annual	160,246.85	168,259.07	176,672.06	185,505.68	194,780.91
W13	Edu. 3% + Swat 1% + Bill. 1%	Hourly	70.9595	74.5075	78.2329	82.1445	86.2516
		Bi-weekly	5,676.76	5,960.60	6,258.63	6,571.56	6,900.13
		Monthly	12,299.65	12,914.63	13,560.37	14,238.39	14,950.28
		Annual	147,595.81	154,975.55	162,724.38	170,860.65	179,403.37
W14	Edu. 3% + long 5% + Bill. 1%	Hourly	73.6626	77.3458	81.2131	85.2738	89.5375
		Bi-weekly	5,893.01	6,187.66	6,497.05	6,821.90	7,163.00
		Monthly	12,768.19	13,406.61	14,076.94	14,780.78	15,519.83
		Annual	153,218.30	160,879.34	168,923.23	177,369.41	186,237.98
W15	Edu. 3% + long 10% + Bill. 1%	Hourly	77.0418	80.8938	84.9385	89.1854	93.6447
		Bi-weekly	6,163.34	6,471.50	6,795.08	7,134.83	7,491.58
		Monthly	13,353.90	14,021.59	14,722.67	15,458.81	16,231.74
		Annual	160,246.85	168,259.07	176,672.06	185,505.68	194,780.91
W16	Edu. 3% + MC 2.5% + Swat 1% + long 5%	Hourly	75.3521	79.1198	83.0759	87.2297	91.5911
		Bi-weekly	6,028.17	6,329.58	6,646.07	6,978.38	7,327.29
		Monthly	13,061.03	13,714.10	14,399.82	15,119.81	15,875.79
		Annual	156,732.36	164,569.20	172,797.86	181,437.77	190,509.45
W17	Edu. 1 + MC + Swat + long 2	Hourly	81.0932	85.1476	89.4051	93.8756	98.5693
		Bi-weekly	6,487.46	6,811.81	7,152.41	7,510.05	7,885.54
		Monthly	14,056.15	14,758.93	15,496.88	16,271.77	17,085.34
		Annual	168,673.81	177,107.11	185,962.58	195,261.18	205,024.09
W18	Edu. 3% + MC 2.5% + Swat 1% + Bill. 1%	Hourly	72.6490	76.2816	80.0956	84.1004	88.3054
		Bi-weekly	5,811.92	6,102.53	6,407.65	6,728.03	7,064.43
		Monthly	12,592.49	13,222.14	13,883.23	14,577.40	15,306.27
		Annual	151,109.87	158,665.63	166,598.80	174,928.79	183,675.27
W19	Edu. 3% + Swat 1%+ long 5% + Bill. 1%	Hourly	74.3386	78.0553	81.9583	86.0562	90.3589
		Bi-weekly	5,947.09	6,244.42	6,556.66	6,884.50	7,228.71
		Monthly	12,885.36	13,529.59	14,206.10	14,916.41	15,662.21
		Annual	154,624.36	162,355.07	170,473.21	178,996.93	187,946.52
W20	Edu. 3% + Swat 1%+ long 10% + Bill. 1%	Hourly	77.7176	81.6033	85.6836	89.9677	94.4662
		Bi-weekly	6,217.41	6,528.26	6,854.69	7,197.42	7,557.30
		Monthly	13,471.06	14,144.57	14,851.82	15,594.40	16,374.14
		Annual	161,652.69	169,734.80	178,221.83	187,132.76	196,489.68
W21	Edu. 2	Hourly	70.9595	74.5075	78.2329	82.1445	86.2516
		Bi-weekly	5,676.76	5,960.60	6,258.63	6,571.56	6,900.13
		Monthly	12,299.65	12,914.63	13,560.37	14,238.39	14,950.28
		Annual	147,595.81	154,975.55	162,724.38	170,860.65	179,403.37

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE CAPTAIN						
W22	Edu. 2 + MC	Hourly	72.6490	76.2816	80.0956	84.1004	88.3054
		Bi-weekly	5,811.92	6,102.53	6,407.65	6,728.03	7,064.43
		Monthly	12,592.49	13,222.14	13,883.23	14,577.40	15,306.27
		Annual	151,109.87	158,665.63	166,598.80	174,928.79	183,675.27
W23	Edu. 2 + Swat	Hourly	71.6353	75.2171	78.9781	82.9269	87.0731
		Bi-weekly	5,730.82	6,017.37	6,318.25	6,634.15	6,965.85
		Monthly	12,416.79	13,037.63	13,689.53	14,374.00	15,092.68
		Annual	149,001.43	156,451.50	164,274.36	172,487.95	181,112.13
W24	Edu. 5% + Long 5%	Hourly	74.3386	78.0553	81.9583	86.0562	90.3589
		Bi-weekly	5,947.09	6,244.42	6,556.66	6,884.50	7,228.71
		Monthly	12,885.36	13,529.59	14,206.10	14,916.41	15,662.21
		Annual	154,624.36	162,355.07	170,473.21	178,996.93	187,946.52
W25	Edu. 2 + Long 2	Hourly	77.7176	81.6033	85.6836	89.9677	94.4662
		Bi-weekly	6,217.41	6,528.26	6,854.69	7,197.42	7,557.30
		Monthly	13,471.06	14,144.57	14,851.82	15,594.40	16,374.14
		Annual	161,652.69	169,734.80	178,221.83	187,132.76	196,489.68
W26	Edu. 5% + Bil 1%	Hourly	71.6353	75.2171	78.9781	82.9269	87.0731
		Bi-weekly	5,730.82	6,017.37	6,318.25	6,634.15	6,965.85
		Monthly	12,416.79	13,037.63	13,689.53	14,374.00	15,092.68
		Annual	149,001.43	156,451.50	164,274.36	172,487.95	181,112.13
W27	Edu. 2 + MC +Swat	Hourly	73.3249	76.9910	80.8404	84.8825	89.1267
		Bi-weekly	5,865.99	6,159.28	6,467.23	6,790.60	7,130.14
		Monthly	12,709.64	13,345.11	14,012.34	14,712.97	15,448.63
		Annual	152,515.71	160,141.36	168,148.13	176,555.65	185,383.60
W28	Edu. 5% + MC 2.5% + Long 5%	Hourly	64.6874	67.9217	71.3180	74.8839	78.6281
		Bi-weekly	5,174.99	5,433.74	5,705.44	5,990.71	6,290.25
		Monthly	11,212.47	11,773.10	12,361.79	12,979.88	13,628.87
		Annual	134,549.69	141,277.17	148,341.43	155,758.51	163,546.44
W29	Edu. 2 + MC + Long 2	Hourly	79.4069	83.3774	87.5463	91.9236	96.5197
		Bi-weekly	6,352.55	6,670.19	7,003.70	7,353.89	7,721.58
		Monthly	13,763.86	14,452.07	15,174.69	15,933.43	16,730.08
		Annual	165,166.31	173,424.89	182,096.24	191,201.12	200,760.92
W30	Edu. 5% + MC 2.5% + Bill. 1%	Hourly	73.3249	76.9910	80.8404	84.8825	89.1267
		Bi-weekly	5,865.99	6,159.28	6,467.23	6,790.60	7,130.14
		Monthly	12,709.64	13,345.11	14,012.34	14,712.97	15,448.63
		Annual	152,515.71	160,141.36	168,148.13	176,555.65	185,383.60
W31	Edu. 5% + Swat 1% + long 5%	Hourly	75.0144	78.7651	82.7033	86.8385	91.1804
		Bi-weekly	6,001.15	6,301.21	6,616.26	6,947.08	7,294.43
		Monthly	13,002.50	13,652.62	14,335.23	15,052.00	15,804.61
		Annual	156,029.98	163,831.45	172,022.76	180,624.01	189,655.28
W32	Edu. 2 + Swat + long 2	Hourly	78.3934	82.3130	86.4288	90.7500	95.2877
		Bi-weekly	6,271.47	6,585.04	6,914.30	7,260.00	7,623.02
		Monthly	13,588.19	14,267.58	14,980.98	15,730.01	16,516.54
		Annual	163,058.31	171,210.97	179,771.81	188,760.06	198,198.44
W33	Edu. 5% + Swat 1% + Bill. 1%	Hourly	72.3111	75.9267	79.7230	83.7091	87.8947
		Bi-weekly	5,784.89	6,074.14	6,377.84	6,696.73	7,031.58
		Monthly	12,533.92	13,160.62	13,818.66	14,509.59	15,235.07
		Annual	150,407.06	157,927.44	165,823.91	174,115.03	182,820.89

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE CAPTAIN						
W34	Edu. 5% + long 5% + Bill. 1%	Hourly	75.0144	78.7651	82.7033	86.8385	91.1804
		Bi-weekly	6,001.15	6,301.21	6,616.26	6,947.08	7,294.43
		Monthly	13,002.50	13,652.62	14,335.23	15,052.00	15,804.61
		Annual	156,029.98	163,831.45	172,022.76	180,624.01	189,655.28
W35	Edu. 5% + long 10% + Bill. 1%	Hourly	78.3934	82.3130	86.4288	90.7500	95.2877
		Bi-weekly	6,271.47	6,585.04	6,914.30	7,260.00	7,623.02
		Monthly	13,588.19	14,267.58	14,980.98	15,730.01	16,516.54
		Annual	163,058.31	171,210.97	179,771.81	188,760.06	198,198.44
W36	Edu. 5% + MC 2.5% + Swat 1% + long 5%	Hourly	76.7038	80.5391	84.5661	88.7942	93.2340
		Bi-weekly	6,136.30	6,443.13	6,765.29	7,103.54	7,458.72
		Monthly	13,295.32	13,960.11	14,658.12	15,390.99	16,160.56
		Annual	159,543.82	167,521.32	175,897.39	184,691.93	193,926.75
W37	Edu. 2 + MC + Swat + long 2	Hourly	80.0828	84.0870	88.2912	92.7059	97.3412
		Bi-weekly	6,406.62	6,726.96	7,063.30	7,416.47	7,787.30
		Monthly	13,881.01	14,575.09	15,303.82	16,069.02	16,872.47
		Annual	166,572.15	174,901.05	183,645.79	192,828.20	202,469.69
W38	Edu. 5% + MC 2.5% + Swat 1% + Bill. 1%	Hourly	74.0007	77.7006	81.5857	85.6650	89.9481
		Bi-weekly	5,920.06	6,216.05	6,526.86	6,853.20	7,195.85
		Monthly	12,826.80	13,468.11	14,141.53	14,848.60	15,591.01
		Annual	153,921.55	161,617.31	169,698.33	178,183.17	187,092.14
W39	Edu. 5% + Swat 1%+ long 5% + Bill. 1%	Hourly	75.6901	79.4745	83.4484	87.6208	92.0019
		Bi-weekly	6,055.21	6,357.96	6,675.87	7,009.66	7,360.15
		Monthly	13,119.62	13,775.58	14,464.40	15,187.61	15,947.00
		Annual	157,435.39	165,306.96	173,572.74	182,251.31	191,364.05
W40	Edu. 5% + Swat 1%+ long 10% + Bill. 1%	Hourly	79.0691	83.0227	87.1736	91.5325	96.1089
		Bi-weekly	6,325.53	6,641.82	6,973.89	7,322.60	7,688.71
		Monthly	13,705.31	14,390.59	15,110.10	15,865.63	16,658.88
		Annual	164,463.72	172,687.13	181,321.14	190,387.58	199,906.54
W41	MC	Hourly	69.2700	72.7336	76.3701	80.1887	84.1980
		Bi-weekly	5,541.60	5,818.69	6,109.61	6,415.10	6,735.84
		Monthly	12,006.80	12,607.16	13,237.48	13,899.38	14,594.33
		Annual	144,081.54	151,285.90	158,849.75	166,792.52	175,131.90
W42	MC + Swat	Hourly	69.9459	73.4431	77.1151	80.9712	85.0195
		Bi-Weekly	5,595.67	5,875.45	6,169.21	6,477.70	6,801.56
		Monthly	12,123.95	12,730.14	13,366.63	14,035.00	14,736.72
		Annual	145,487.38	152,761.63	160,399.51	168,420.03	176,840.66
W43	MC 2.5% + long 5%	Hourly	72.6490	76.2816	80.0956	84.1004	88.3054
		Bi-Weekly	5,811.92	6,102.53	6,407.65	6,728.03	7,064.43
		Monthly	12,592.49	13,222.14	13,883.23	14,577.40	15,306.27
		Annual	151,109.87	158,665.63	166,598.80	174,928.79	183,675.27
W44	MC + long 2	Hourly	76.0279	79.8294	83.8209	88.0119	92.4125
		Bi-Weekly	6,082.23	6,386.35	6,705.67	7,040.95	7,393.00
		Monthly	13,178.17	13,837.10	14,528.95	15,255.40	16,018.17
		Annual	158,137.98	166,045.15	174,347.41	183,064.85	192,217.99

CITY OF VALLEJO							
VPOA			5% Increase				
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE CAPTAIN						
W45	MC 2.5% + Bill. 1%	Hourly	69.9459	73.4431	77.1151	80.9712	85.0195
		Bi-Weekly	5,595.67	5,875.45	6,169.21	6,477.70	6,801.56
		Monthly	12,123.95	12,730.14	13,366.63	14,035.00	14,736.72
		Annual	145,487.38	152,761.63	160,399.51	168,420.03	176,840.66
W46	MC 2.5% + Swat 1% + long 5%	Hourly	73.3249	76.9910	80.8404	84.8825	89.1267
		Bi-Weekly	5,865.99	6,159.28	6,467.23	6,790.60	7,130.14
		Monthly	12,709.64	13,345.11	14,012.34	14,712.97	15,448.63
		Annual	152,515.71	160,141.36	168,148.13	176,555.65	185,383.60
W47	MC + Swat + long 2	Hourly	76.7038	80.5391	84.5661	88.7942	93.2340
		Bi-Weekly	6,136.30	6,443.13	6,765.29	7,103.54	7,458.72
		Monthly	13,295.32	13,960.11	14,658.12	15,390.99	16,160.56
		Annual	159,543.82	167,521.32	175,897.39	184,691.93	193,926.75
W48	MC 2.5% + Swat 1% + Bill. 1%	Hourly	70.6217	74.1528	77.8603	81.7534	85.8409
		Bi-Weekly	5,649.74	5,932.22	6,228.82	6,540.27	6,867.27
		Monthly	12,241.10	12,853.15	13,495.79	14,170.59	14,879.08
		Annual	146,893.22	154,237.79	161,949.50	170,047.11	178,548.99
W49	MC 2.5% + long 5% + Bill. 1%	Hourly	73.3249	76.9910	80.8404	84.8825	89.1267
		Bi-Weekly	5,865.99	6,159.28	6,467.23	6,790.60	7,130.14
		Monthly	12,709.64	13,345.11	14,012.34	14,712.97	15,448.63
		Annual	152,515.71	160,141.36	168,148.13	176,555.65	185,383.60
W50	MC 2.5% + long 10% + Bill. 1%	Hourly	76.7038	80.5391	84.5661	88.7942	93.2340
		Bi-Weekly	6,136.30	6,443.13	6,765.29	7,103.54	7,458.72
		Monthly	13,295.32	13,960.11	14,658.12	15,390.99	16,160.56
		Annual	159,543.82	167,521.32	175,897.39	184,691.93	193,926.75
W51	MC 2.5% + Swat 1% + long 5% + Bill. 1%	Hourly	74.0007	77.7006	81.5857	85.6650	89.9481
		Bi-Weekly	5,920.06	6,216.05	6,526.86	6,853.20	7,195.85
		Monthly	12,826.80	13,468.11	14,141.53	14,848.60	15,591.01
		Annual	153,921.55	161,617.31	169,698.33	178,183.17	187,092.14
W52	MC 2.5% + Swat 1% + long 10% + Bill 1%	Hourly	77.3798	81.2486	85.3110	89.5765	94.0554
		Bi-Weekly	6,190.38	6,499.89	6,824.88	7,166.12	7,524.43
		Monthly	13,412.49	14,083.09	14,787.25	15,526.60	16,302.94
		Annual	160,949.88	168,997.05	177,446.94	186,319.22	195,635.29
W53	Swat	Hourly	68.2563	71.6692	75.2526	79.0150	82.9659
		Bi-weekly	5,460.50	5,733.54	6,020.21	6,321.20	6,637.27
		Monthly	11,831.09	12,422.67	13,043.78	13,695.94	14,380.75
		Annual	141,973.10	149,071.98	156,525.31	164,351.24	172,568.98
W54	Swat 1% + long 5%	Hourly	71.6353	75.2171	78.9781	82.9269	87.0731
		Bi-Weekly	5,730.82	6,017.37	6,318.25	6,634.15	6,965.85
		Monthly	12,416.79	13,037.63	13,689.53	14,374.00	15,092.68
		Annual	149,001.43	156,451.50	164,274.36	172,487.95	181,112.13
W55	Swat + long 2	Hourly	75.0144	78.7651	82.7033	86.8385	91.1804
		Bi-Weekly	6,001.15	6,301.21	6,616.26	6,947.08	7,294.43
		Monthly	13,002.50	13,652.62	14,335.23	15,052.00	15,804.61
		Annual	156,029.98	163,831.45	172,022.76	180,624.01	189,655.28
W56	Swat 1 % + Bill. 1%	Hourly	68.9321	72.3787	75.9976	79.7975	83.7873
		Bi-Weekly	5,514.57	5,790.30	6,079.81	6,383.80	6,702.98
		Monthly	11,948.23	12,545.64	13,172.92	13,831.56	14,523.13
		Annual	143,378.73	150,547.71	158,075.08	165,978.76	174,277.52

CITY OF VALLEJO							
VPOA		5% Increase					
Salary Ranges							
March 31, 2018 Through March 31, 2019							
Range			Entry				Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
	POLICE CAPTAIN						
W57	Swat 1% + long 5% + Bill. 1%	Hourly	72.3111	75.9267	79.7230	83.7091	87.8947
		Bi-Weekly	5,784.89	6,074.14	6,377.84	6,696.73	7,031.58
		Monthly	12,533.92	13,160.62	13,818.66	14,509.59	15,235.07
		Annual	150,407.06	157,927.44	165,823.91	174,115.03	182,820.89
W58	Swat 1% + long 10% + Bill. 1%	Hourly	75.6901	79.4745	83.4484	87.6208	92.0019
		Bi-Weekly	6,055.21	6,357.96	6,675.87	7,009.66	7,360.15
		Monthly	13,119.62	13,775.58	14,464.40	15,187.61	15,947.00
		Annual	157,435.39	165,306.96	173,572.74	182,251.31	191,364.05
W59	Longevity 5% of Base	Hourly	70.9595	74.5075	78.2329	82.1445	86.2516
		Bi-weekly	5,676.76	5,960.60	6,258.63	6,571.56	6,900.13
		Monthly	12,299.65	12,914.63	13,560.37	14,238.39	14,950.28
		Annual	147,595.81	154,975.55	162,724.38	170,860.65	179,403.37
W60	Bill 1% + long 5%	Hourly	75.0144	78.7651	82.7033	86.8385	91.1804
		Bi-Weekly	6,001.15	6,301.21	6,616.26	6,947.08	7,294.43
		Monthly	13,002.50	13,652.62	14,335.23	15,052.00	15,804.61
		Annual	156,029.98	163,831.45	172,022.76	180,624.01	189,655.28
W61	Long 2	Hourly	74.3386	78.0553	81.9583	86.0562	90.3589
		Bi-weekly	5,947.09	6,244.42	6,556.66	6,884.50	7,228.71
		Monthly	12,885.36	13,529.59	14,206.10	14,916.41	15,662.21
		Annual	154,624.36	162,355.07	170,473.21	178,996.93	187,946.52
W62	Bill 1% + long 10%	Hourly	75.0144	78.7651	82.7033	86.8385	91.1804
		Bi-Weekly	6,001.15	6,301.21	6,616.26	6,947.08	7,294.43
		Monthly	13,002.50	13,652.62	14,335.23	15,052.00	15,804.61
		Annual	156,029.98	163,831.45	172,022.76	180,624.01	189,655.28
W63	Bilingual 1% of Base	Hourly	68.2563	71.6692	75.2526	79.0150	82.9659
		Bi-weekly	5,460.50	5,733.54	6,020.21	6,321.20	6,637.27
		Monthly	11,831.09	12,422.67	13,043.78	13,695.94	14,380.75
		Annual	141,973.10	149,071.98	156,525.31	164,351.24	172,568.98
W64	Edu. 5% + MC 2.5% + Long 5%+ bill 1%	Hourly	76.7021	80.5372	84.5642	88.7923	93.2320
		Bi-weekly	6,136.17	6,442.98	6,765.14	7,103.38	7,458.56
		Monthly	13,295.03	13,959.78	14,657.79	15,390.67	16,160.22
		Annual	159,540.33	167,517.39	175,893.46	184,687.99	193,922.60
W65	Edu. 5% + MC 2.5% + Long 10%+bill 1%	Hourly	80.0811	84.0853	88.2894	92.7038	97.3390
		Bi-weekly	6,406.49	6,726.82	7,063.15	7,416.30	7,787.12
		Monthly	13,880.72	14,574.78	15,303.49	16,068.65	16,872.09
		Annual	166,568.66	174,897.34	183,641.86	192,823.83	202,465.10